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ABSTRACT

Results of the 1983-84 Faculty Salary Survey of Institutions belonging to the National Association of Universities and Land Grant Colleges are presented. The objective of the survey is to provide factual information to help higher education administrators with salary and budget decisions. Of 94 institutions with at least 5 different Ph.D. programs that were contacted, 73 institutions participated. The three sections of the report cover the following: major fields grouped into discipline categories of the Higher Education General Information Survey, major fields reported without including medical professions, and medical professions compared with all disciplines. Institutions are grouped into four regions, and for each discipline, salary data are presented for all institutions and for each of the four regions, and for five academic ranks (professor, associate professor, assistant professor, new assistant professor, and instructor) and for all ranks. In addition, average salaries, high salaries, and low salaries are indicated for each rank. Additionally, for each rank and discipline/major field, data are provided on the salary factor (i.e., the ratio of the average salary to the total average salary for all institutions). Also covered is the faculty mix percentage, or the percent of faculty in a given discipline/major field who hold a given academic rank). (SW)

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1983 - 84
FACULTY SALARY SURVEY
by Discipline

Office of Institutional Research
Oklahoma State University

U.S. DEPARTMENT OF EDUCATION
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1983 - 84

FACULTY SALARY SURVEY
OF
INSTITUTIONS

BELONGING
TO

National Association of State Universities
and
Land-Grant Colleges

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INTRODUCTION

The Faculty Salary Survey of Institutions belonging to the National Association of Universities and Land Grant Colleges (NASULGC) is a project instituted in 1974 by Oklahoma State University, Stillwater, Oklahoma. The need for current salary information for university management is the inspiration behind this project. The desired result is a study which higher education administrators and government officials can use for salary budget decisions. The Office of Institutional Research at Oklahoma State University is responsible for project direction.

This is the tenth year for producing the survey results. As in the past, salary information furnished by institutions on Health Profession Disciplines has been separated from the other salary data and all health professions have been grouped for salary analysis in a separate report. Thus the report is in three parts, section A - major fields grouped into HEGIS discipline categories, section B - major field reported without including medical professions, and section C - medical professions compared with all disciplines to show the salary factor relationship between medical professions and all other disciplines.

We will continue to review our work and consider suggestions in order to make the survey a more useful tool.

LIST OF PARTICIPATING INSTITUTIONS

Invitation to participate in the 1983-84 Faculty Salary Survey was extended to ninety-four institutions which belong to the NASULGC and also offer at least five different Ph.D. programs. This year seventy-three institutions chose to participate in the survey. The institutions were grouped into four regions as shown on the map (page iv). The areas were determined by grouping contiguous states which had institutions with similar characteristics. Membership of existing regional professtional organizations of Institutional Research were also taken into consideration (e.g. - SREB, WICHE).

REGION I

Arizona State University
University of Arizona
University of California/Santa Barbara
University of Hawaii/Manoa
University of Idaho
Montana State University
University of Montana
University of Nevada/Las Vegas
North Dakota State University
University of North Dakota
Oregon State University
University of Oregon
Portland State University
So. Dakota State University
University of So. Dakota
Utah State University
University of Utah
Washington State University

REGION II

Colorado State University
Iowa State University
Kansas State University
University of Kansas
University of Missouri/Columbia
New Mexico State University
University of New Mexico
Oklahoma State University
University of Oklahoma
Texas A & M University
University of Texas/Arlington
University of Texas/Austin
University of Texas/Dallas
Texas Tech. University
University of Houston/Texas

REGION III

University of Delaware

Southern Illinois University

University of Illinois

University of Illinois/Chicago University Center

Purdue University

Indiana University/Bloomington

University of Maine/Orono

University of Maryland/College Park

Massachusetts Institute of Technology

University of Michigan

Michigan State University

University of New Hampshire

State University of New York/Binghampton

State University of New York/Stony Brook

Kent State University/Ohio

Miami University/Ohio

Ohio State University

University of Rhode Island

University of Vermont

University of Wisconsin/Milwaukee

REGION IV

Auburn University/Alabama

University of Alabama/Birmingham

University of Alabama/University

Florida State University

University of Florida

Georgia Institute of Technology

Georgia State University

University of Georgia

University of Kentucky

Louisiana State University

Mississippi State University

University of Mississippi

North Carolina State University/Raleigh

University of North Carolina/Chapel Hill

Clemson University

University of South Carolina

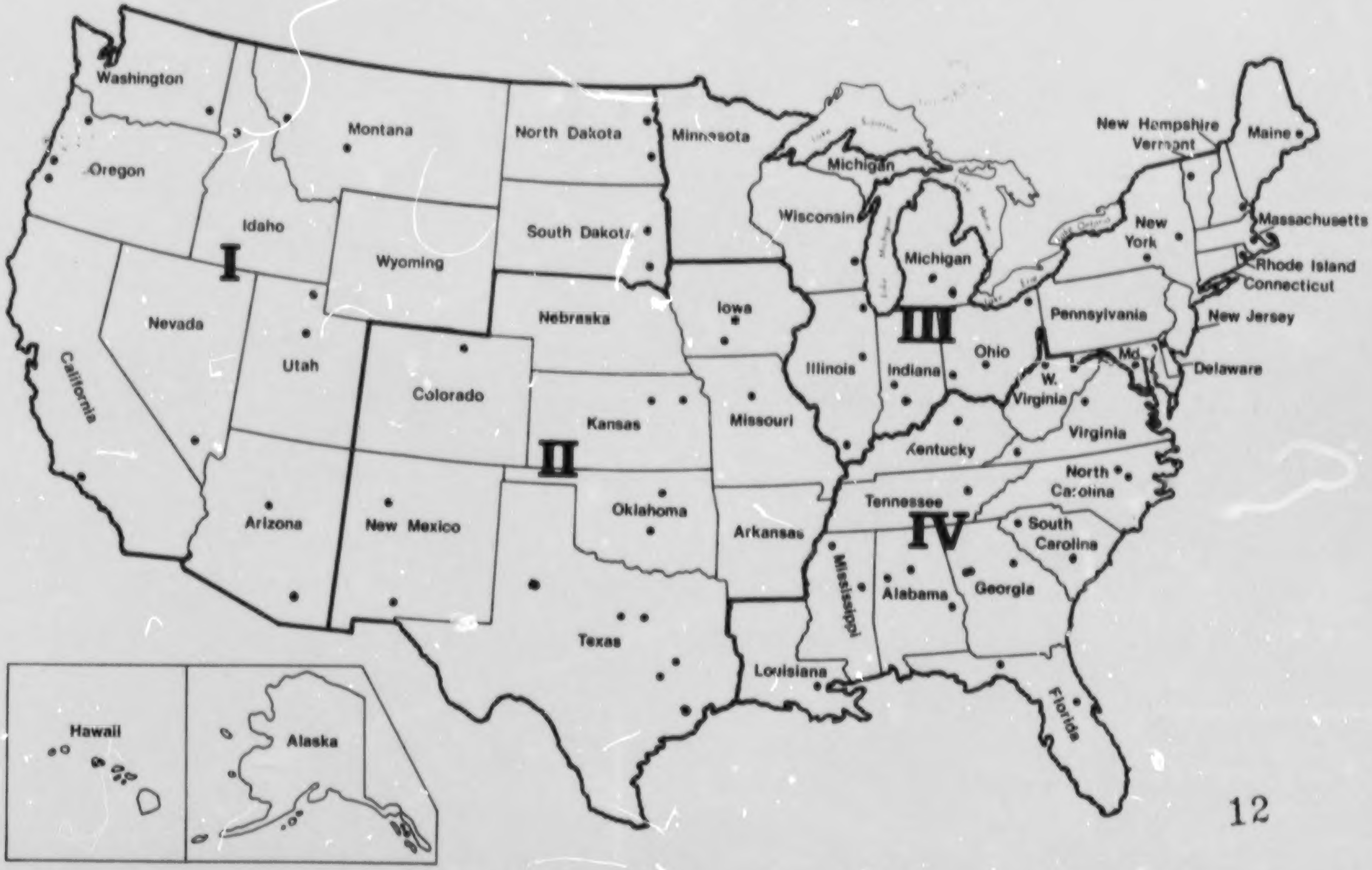
University of Tennessee/Knoxville

Virginia Polytechnic Institute

University of Virginia

West Virginia University

GEOGRAPHIC COVERAGE
OF
PARTICIPATING INSTITUTIONS


Washington
Oregon
California
Idaho
Nevada
Montana
Wyoming
Utah
Arizona
Colorado
New Mexico
North Dakota
South Dakota
Nebraska
Kansas
Oklahoma
Texas
Minnesota
Iowa
Missouri
Arkansas
Louisiana
Wisconsin
Michigan
Illinois
Indiana
Ohio
Kentucky
Tennessee
Mississippi
Alabama
Georgia
Florida
South Carolina
North Carolina
Virginia
W. Virginia
Md.
Delaware
Pennsylvania
New Jersey
New York
Connecticut
Rhode Island
Massachusetts
New Hampshire
Vermont
Maine
Hawaii
Alaska
I
II
III
IV

COMMENTS

The salary study was conducted for the purpose of providing factual information to help higher education administrators with salary and budget decisions. One of the most complex problems for academic administrators is the lack of good salary information from comparable institutions when discussing salary and rank decisions with faculty, legislators and public officials. For example, this study tries to answer questions such as: What is the average salary of assistant professors in a given discipline at comparable institutions? What percent of the faculty in a given discipline have a rank at similar institutions? Do other institutions pay faculty of certain disciplines better than other disciplines? It is hoped this study will produce better salary decisions and promote better understanding among all interested parties by providing answers to questions such as these. If an administrator of an institution wishes to compare data with another institution that participated in the study, he should contact the institution in question to exchange individual college data. A list of contact persons can be obtained from our office. If special studies are desired and no breach of confidentiality exists, we will prepare special reports for a charge equal to the cost incurred by our office.

The coding structure, "A Taxonomy of Institutional Programs in Higher Education," National Center for Education Statistics, U.S. Office of Education, was used for identification of academic departments. Each institution was requested to identify its departments from this code list. It is believed that this method of identification of disciplines by different institutions will produce a more accurate grouping of data for comparison purposes.

When salary information was reported for a program from less than three institutions, the information was placed into a category of "Other Specialties" for that given discipline. Some institutions reported special programs not listed in the taxonomy. These were also placed in the "Other Specialties" category. For example, if only two institutions reported salary information for program "0117, Range Management", this information was reported in "0199, Agriculture, Other Specialties". If, after making these changes, the "Other Specialties" category contained information from less than three institutions, the salary data was reported in the "General" program category for that discipline.

The salary survey instrument was mailed to the participants on November 1, 1983 with return date of January 15, 1984.

If you have any questions concerning the survey, please contact M.L. Gilliam, Office of Institutional Research, 301 Whitehurst Hall, Oklahoma State University, Stillwater, Oklahoma 74078 or call (405)624-6897.

NOTE: This publication does not contain individual institution's information. Anyone wishing to have a copy of any institution's individual report should contact the institution directly. A list of participating institutions and their contact person can be obtained from our office.

DEFINITION OF TERMS

SALARIES

All salaries which are reported in the survey are based on a 9-10 month academic year salary. Any compensation for summer academic work, fringe benefits or perquisites is not included in the salary data.

AVERAGE SALARY

The average salary is based on the survey information with the assumption that all employees are full time.

HIGH SALARY

The highest salary of any full time individual of the defined group for which the information is reported.

LOW SALARY

The lowest salary for any full time individual of the defined group for which the information is reported.

FAC MIX PCT

This represents the percent of faculty in a given discipline/major field who hold a given academic rank. For example: A FAC MIX PCT factor of .36 for associate professor implies that 36 percent of the faculty in that discipline/major field hold the rank of associate professor.

SALARY FACTOR

The salary factor represents for a given rank of a given discipline/major field the ratio of the average salary to the total average salary of all institutions. For example: Salary Factor 1.10 for assistant professors of mathematics implies that the average salary for assistant professor of mathematics is 110 percent of the average salary of all assistant professors of all institutions.

NUM

The number of faculty members whose salary was included to compute the average salary.

N/IS

The number of institutions which have reported salary data for a given academic rank and discipline/major field.

ALL INSTITUTIONS

Represents the collection of data over all institutions. The average salary displayed is a weighted average, not an average of average salaries. The "rank" item for "ALL INST" shows the number of institutions which have reported salary data for a given academic rank and discipline/major field.

REGION

Represents a collection of data for a given number of institutions. The regions were defined by considering their geographic location.

NEW ASST PROF

The grouping of assistant professors who were hired for the first time in the fall of 1982. All information for this group was included in the ASST PROF group for reporting purposes. Thus, the new assistant professor grouping information is not combined in the ALL RANKS information, i.e., notice the FAC MIX PCT is not included as part of the total. This group is used mainly for new hiring information. All information and calculations are correct when comparing NEW ASST PROF category, but as a separate group they do not compose part of the ALL RANKS.

ALL RANKS

The grouping of professors, associate professors, assistant professors, and instructor as a group.

SECTION A

Major category of disciplines - The HEGIS Taxonomy is structured so that disciplines are grouped into major categories. For example, Foreign Languages is a major category composed of the various languages: French, German, Spanish. Thus, Section A has all disciplines grouped into major categories and presents the salary information as such categories.

SECTION B

Salaries by discipline - Each HEGIS Taxonomy discipline on which data was received from at least three institutions is presented.

SECTION C

Health Professions.

SECTION A

GROUPED DISCIPLINES

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36025	2353	42	28249	1402	42	23864	1190	42	23576	105	23	18676	143	29	30550	5088	42
	HIGH SALARY	59938			49454			35820			31000			34017			59938		
	LOW SALARY	17574			15721			13487			14754			10800			10800		
	FAC MIX PCT	0.46			0.28			0.23			0.02			0.03			1.00		
	SALARY FACTOR	0.91			0.96			0.97			0.97			0.98			0.96		
REGION #1	AVERAGE SALARY	34368	372		27227	247		22840	185		21356	13		18921	29		29152	833	
	HIGH SALARY	55504			37620			32049			27528			24654			55504		
	LOW SALARY	17574			15721			14754			14754			10800			10800		
	FAC MIX PCT	0.45			0.30			0.22			0.02			0.03			1.00		
	SALARY FACTOR	0.87			0.92			0.92			0.88			0.99			0.92		
REGION #2	AVERAGE SALARY	35159	615		27954	313		23876	269		24984	15		18075	70		30039	1267	
	HIGH SALARY	59938			42504			35820			31000			32724			59938		
	LOW SALARY	20970			17916			14689			18818			12000			12000		
	FAC MIX PCT	0.48			0.25			0.21			0.01			0.06			1.00		
	SALARY FACTOR	0.89			0.95			0.97			1.03			0.95			0.94		
REGION #3	AVERAGE SALARY	37090	654		28181	360		24095	298		23990	29		19632	22		31494	1334	
	HIGH SALARY	54000			42000			34364			30000			26300			54000		
	LOW SALARY	20457			17914			13487			20025			13446			13446		
	FAC MIX PCT	0.49			0.27			0.22			0.02			0.02			1.00		
	SALARY FACTOR	0.94			0.95			0.98			0.99			1.03			0.99		
REGION #4	AVERAGE SALARY	36659	712		29014	482		24132	438		23486	48		19309	22		30883	1654	
	HIGH SALARY	54717			49454			34800			28688			34017			54717		
	LOW SALARY	18514			18643			13664			20455			14000			13664		
	FAC MIX PCT	0.43			0.29			0.26			0.03			0.01			1.00		
	SALARY FACTOR	0.93			0.98			0.98			0.97			1.01			0.97		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE & ENVIRONMENTAL DESIGN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37798	479	47	29687	503	47	23798	375	46	23188	36	18	20192	34	15	30660	1391	47
	HIGH SALARY	60000			48533			37495			32000			25550			60000		
	LOW SALARY	23806			20070			14000			16000			13663			13663		
	FAC MIX PCT	0.34			0.36			0.27			0.03			0.02			1.00		
	SALARY FACTOR	0.95			1.01			0.96			0.95			1.06			0.96		
REGION #1	AVERAGE SALARY	34740	62		27772	67		23602	46		23000	5		21118	2		29053	177	
	HIGH SALARY	50198			33962			28400			28000			22161			50198		
	LOW SALARY	25000			22422			18954			19000			20075			18954		
	FAC MIX PCT	0.35			0.38			0.26			0.03			0.01			1.00		
	SALARY FACTOR	0.88			0.94			0.96			0.95			1.11			0.91		
REGION #2	AVERAGE SALARY	36301	128		30307	138		23910	94		25111	6		20238	9		30510	369	
	HIGH SALARY	51090			48533			37495			32000			24570			51090		
	LOW SALARY	23806			21983			14000			22667			13663			13663		
	FAC MIX PCT	0.35			0.37			0.25			0.02			0.02			1.00		
	SALARY FACTOR	0.92			1.03			0.97			1.03			1.06			0.96		
REGION #3	AVERAGE SALARY	42584	122		31292	90		24469	105		22456	12		18701	3		33016	325	
	HIGH SALARY	58600			44600			33837			27500			22600			58600		
	LOW SALARY	30012			23377			18181			[illegible]			15660			15660		
	FAC MIX PCT	0.38			0.28			0.32			0.04			0.02			1.00		
	SALARY FACTOR	1.08			1.06			0.99			0.92			0.98			1.04		
REGION #4	AVERAGE SALARY	36585	167		29198	208		23245	130		23049	13		20836	15		29840	520	
	HIGH SALARY	60000			44346			29602			26500			25550			60000		
	LOW SALARY	24000			20070			16083			18500			15480			15480		
	FAC MIX PCT	0.32			0.40			0.25			0.03			0.03			1.00		
	SALARY FACTOR	0.92			0.99			0.94			0.95			1.09			0.94		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36189	53	13	27268	48	14	21585	39	12				18300	6	3	28619	146	15
	HIGH SALARY	69899			41500			27840						30000			69899		
	LOW SALARY	25474			21146			16000						13932			13932		
	FAC MIX PCT	0.36			0.33			0.27						0.04			1.00		
	SALARY FACTOR	0.91			0.92			0.87						0.96			0.90		
REGION #1	AVERAGE SALARY	36102	19		26892	18		21884	12					13932	2		28636	51	
	HIGH SALARY	50238			30000			25000						13932			50238		
	LOW SALARY	29797			23826			19176						13932			13932		
	FAC MIX PCT	0.37			0.35			0.24						0.04			1.00		
	SALARY FACTOR	0.91			0.91			0.8[illegible]						0.73			0.90		
REGION #2	AVERAGE SALARY	34840	16		28203	13		20513	[illegible]					19871	3		27628	46	
	HIGH SALARY	69899			34700			22800						30000			69899		
	LOW SALARY	26207			21146			16000						14614			14614		
	FAC MIX PCT	0.35			0.28			0.30						0.07			1.00		
	SALARY FACTOR	0.88			0.96			0.83						1.04			0.87		
REGION #3	AVERAGE SALARY	37641	14		27174	13		23295	10					22320	1		29881	38	
	HIGH SALARY	54000			41500			27840						22320			54000		
	LOW SALARY	25474			22338			18181						22320			18181		
	FAC MIX PCT	0.37			0.34			0.26						0.03			1.00		
	SALARY FACTOR	0.95			0.92			0.94						1.17			0.94		
REGION #4	AVERAGE SALARY	36911	4		26222	4		19692	3								28328	11	
	HIGH SALARY	40910			28440			22185									40910		
	LOW SALARY	32686			24196			17443									17443		
	FAC MIX PCT	0.36			0.36			0.27									1.00		
	SALARY FACTOR	0.93			0.89			0.80									0.89		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOLOGICAL SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39008	2425	73	29195	1504	72	24601	1040	71	23915	79	37	18636	85	31	32760	5054	73
	HIGH SALARY	87318			72518			63915			54787			29500			87318		
	LOW SALARY	17376			13500			12355			16000			11080			11080		
	FAC MIX PCT	0.46			0.30			0.21			0.02			0.02			1.00		
	SALARY FACTOR	0.99			0.99			1.00			0.98			0.98			1.03		
REGION #1	AVERAGE SALARY	36773	436		27683	244		24107	139		24598	10		20797	12		31755	831	
	HIGH SALARY	67000			56405			54787			54787			26818			67000		
	LOW SALARY	21441			18757			13200			18000			12856			12856		
	FAC MIX PCT	0.52			0.29			0.17			0.01			0.01			1.00		
	SALARY FACTOR	0.93			0.94			0.98			1.01			1.09			1.00		
REGION #2	AVERAGE SALARY	37285	578		28903	347		24034	275		23995	11		17063	23		31546	1223	
	HIGH SALARY	73728			50313			44996			45000			253[illegible]			73728		
	LOW SALARY	20101			13500			12355			16000			11774			11774		
	FAC MIX PCT	0.47			0.28			0.22			0.01			0.02			1.00		
	SALARY FACTOR	0.94			0.98			0.97			0.99			0.90			0.99		
REGION #3	AVERAGE SALARY	41214	794		30265	438		25631	311		24463	26		19790	31		34666	1574	
	HIGH SALARY	84364			72518			63915			48273			29500			84364		
	LOW SALARY	17376			20282			17082			19500			11080			11080		
	FAC MIX PCT	0.50			0.28			0.20			0.02			0.02			1.00		
	SALARY FACTOR	1.04			1.03			1.04			1.01			1.04			1.06		
REGION #4	AVERAGE SALARY	39363	617		29200	475		24298	315		23230	32		17308	19		32356	1426	
	HIGH SALARY	87318			56806			52364			27999			23722			87318		
	LOW SALARY	21465			17345			14319			19000			13200			13200		
	FAC MIX PCT	0.43			0.33			0.22			0.02			0.01			1.00		
	SALARY FACTOR	0.99			0.99			0.98			0.95			0.91			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS & MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43872	1557	69	34417	1231	69	30069	1421	69	30569	166	51	21204	243	47	35614	4452	69
	HIGH SALARY	90439			52200			40500			38500			36840			90439		
	LOW SALARY	19530			18158			1872			19500			10000			1872		
	FAC MIX PCT	0.35			0.28			0.32			0.04			0.05			1.00		
	SALARY FACTOR	1.11			1.17			1.22			1.26			1.11			1.12		
REGION #1	AVERAGE SALARY	38927	237		32412	251		28587	211		29944	21		20522	49		32618	748	
	HIGH SALARY	61000			43000			40000			38500			33000			61000		
	LOW SALARY	24523			22599			20166			22500			14863			14863		
	FAC MIX PCT	0.32			0.34			0.28			0.03			0.07			1.00		
	SALARY FACTOR	0.98			1.10			1.16			1.23			1.08			1.02		
REGION #2	AVERAGE SALARY	43956	324		35093	283		30015	372		29713	36		19489	30		35602	1009	
	HIGH SALARY	72327			52200			40500			35000			33000			72327		
	LOW SALARY	19530			21000			1872			19500			11430			1872		
	FAC MIX PCT	0.32			0.28			0.37			0.04			0.03			1.00		
	SALARY FACTOR	1.11			1.19			1.22			1.22			1.02			1.12		
REGION #3	AVERAGE SALARY	46936	437		35878	290		31467	386		30932	53		23275	71		37765	1184	
	HIGH SALARY	78000			51000			40300			38500			36840			78000		
	LOW SALARY	31000			22640			17250			20000			16200			16200		
	FAC MIX PCT	0.37			0.24			0.33			0.04			0.06			1.00		
	SALARY FACTOR	1.19			1.22			1.27			1.27			1.22			1.19		
REGION #4	AVERAGE SALARY	43524	559		34143	407		29611	452		31010	56		20535	93		35420	1511	
	HIGH SALARY	90439			50000			38652			36000			34231			90439		
	LOW SALARY	23358			18158			14650			20500			10000			10000		
	FAC MIX PCT	0.37			0.27			0.30			0.04			0.06			1.00		
	SALARY FACTOR	1.10			1.16			1.20			1.27			1.08			1.11		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36563	310	55	27980	346	60	23039	346	59	21949	53	30	17795	92	27	27993	1094	61
	HIGH SALARY	62304			42709			38516			26500			25800			62304		
	LOW SALARY	24358			18657			15790			15790			11300			11300		
	FAC MIX PCT	0.28			0.32			0.32			0.05			0.08			1.00		
	SALARY FACTOR	0.92			0.95			0.93			0.90			0.93			0.88		
REGION #1	AVERAGE SALARY	34417	66		26094	66		22035	63		21771	13		16824	7		27226	202	
	HIGH SALARY	53333			35642			27077			26406			19000			53333		
	LOW SALARY	24430			18657			15790			15790			15000			15000		
	FAC MIX PCT	0.33			0.33			0.31			0.06			0.03			1.00		
	SALARY FACTOR	0.87			0.88			0.89			0.90			0.88			0.85		
REGION #2	AVERAGE SALARY	35475	81		28039	101		23600	96		21772	10		18511	24		27865	302	
	HIGH SALARY	50000			42709			38516			25000			24221			50000		
	LOW SALARY	24358			20659			18000			18000			12000			12000		
	FAC MIX PCT	0.27			0.33			0.32			0.03			0.08			1.00		
	SALARY FACTOR	0.90			0.95			0.96			0.90			0.97			0.87		
REGION #3	AVERAGE SALARY	37943	85		29158	86		23029	104		21091	14		18970	20		28837	295	
	HIGH SALARY	53880			37551			34197			25000			25800			53880		
	LOW SALARY	27036			23157			17000			17000			12000			12000		
	FAC MIX PCT	0.29			0.29			0.35			0.05			0.07			1.00		
	SALARY FACTOR	0.96			0.99			0.93			0.87			1.00			0.91		
REGION #4	AVERAGE SALARY	38004	78		28166	93		23166	83		22956	16		16968	41		27804	295	
	HIGH SALARY	62304			36819			35182			26500			23708			62304		
	LOW SALARY	26790			20620			17000			19530			11300			11300		
	FAC MIX PCT	0.26			0.32			0.28			0.05			0.14			1.00		
	SALARY FACTOR	0.96			0.95			0.94			0.94			0.89			0.87		

FACULTY SALARY SURVEY

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTER & INFO SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43942	226	55	34370	253	60	29989	309	56	28622	47	23	19763	66	27	34189	854	62
	HIGH SALARY	74500			47500			44996			34100			35506			74500		
	LOW SALARY	23926			23755			17500			22000			13864			13864		
	FAC MIX PCT	0.26			0.30			0.36			0.06			0.08			1.00		
	SALARY FACTOR	1.11			1.16			1.21			1.18			1.04			1.07		
REGION #1	AVERAGE SALARY	41928	42		32763	48		27860	67		27856	15		19984	6		32638	163	
	HIGH SALARY	62000			38665			35000			34000			26831			62000		
	LOW SALARY	31038			24130			20775			22000			13864			13864		
	FAC MIX PCT	0.26			0.29			0.41			0.09			0.04			1.00		
	SALARY FACTOR	1.06			1.11			1.13			1.15			1.05			1.02		
REGION #2	AVERAGE SALARY	42094	60		34073	58		30212	84		29468	8		18576	18		33518	220	
	HIGH SALARY	64000			42045			36300			33000			35506			64000		
	LOW SALARY	23926			27000			22230			24000			14310			14310		
	FAC MIX PCT	0.27			0.26			0.38			0.04			0.08			1.00		
	SALARY FACTOR	1.06			1.15			1.22			1.21			0.97			1.05		
REGION #3	AVERAGE SALARY	46930	69		35618	85		31415	80		28126	13		20685	10		36827	244	
	HIGH SALARY	69700			47500			44996			34100			23640			69700		
	LOW SALARY	27000			23755			17500			24700			18000			17500		
	FAC MIX PCT	0.28			0.35			0.33			0.05			0.04			1.00		
	SALARY FACTOR	1.19			1.21			1.27			1.16			1.09			1.16		
REGION #4	AVERAGE SALARY	43747	55		34181	62		30116	78		29639	11		20102	32		33117	227	
	HIGH SALARY	74500			45000			37400			30000			30750			74500		
	LOW SALARY	34001			27321			18810			28000			16200			16200		
	FAC MIX PCT	0.24			0.27			0.34			0.05			0.14			1.00		
	SALARY FACTOR	1.10			1.16			1.22			1.22			1.05			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35819	2086	70	28075	2081	72	22462	1433	72	20921	133	45	18557	292	57	28979	5892	72
	HIGH SALARY	77246			48200			35867			28081			33336			77246		
	LOW SALARY	4619			17240			13349			11423			8720			4619		
	FAC MIX PCT	0.35			0.35			0.24			0.02			0.05			1.00		
	SALARY FACTOR	0.90			0.95			0.91			0.86			0.97			0.91		
REGION #1	AVERAGE SALARY	34814	367		27438	349		22032	253		20774	34		18402	59		28222	1028	
	HIGH SALARY	54000			39280			30370			28000			25442			54000		
	LOW SALARY	22581			20000			14654			16646			12921			12921		
	FAC MIX PCT	0.36			0.34			0.25			0.03			0.06			1.00		
	SALARY FACTOR	0.88			0.93			0.89			0.85			0.97			0.89		
REGION #2	AVERAGE SALARY	35181	458		27747	483		22133	387		20610	25		17266	70		28103	1398	
	HIGH SALARY	60000			39205			33266			26000			26987			60000		
	LOW SALARY	4619			19758			15000			17500			11668			4619		
	FAC MIX PCT	0.33			0.35			0.28			0.02			0.05			1.00		
	SALARY FACTOR	0.89			0.94			0.90			0.85			0.91			0.88		
REGION #3	AVERAGE SALARY	375[illegible]4	637		28811	582		23254	390		20612	37		20380	71		30464	1680	
	HIGH SALARY	66923			40970			35867			25000			30700			66923		
	LOW SALARY	18000			18314			15747			11423			10500			10500		
	FAC MIX PCT	0.38			0.35			0.23			0.02			0.04			1.00		
	SALARY FACTOR	0.95			0.98			0.94			0.85			1.07			0.96		
REGION #4	AVERAGE SALARY	35149	624		28002	667		22281	403		21576	37		18230	92		28704	1786	
	HIGH SALARY	77246			48200			30510			28081			33336			77246		
	LOW SALARY	23354			17240			13349			17182			8720			8720		
	FAC MIX PCT	0.35			0.37			0.23			0.02			0.05			1.00		
	SALARY FACTOR	0.89			0.95			0.90			0.88			0.96			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42875	3289	65	33132	1863	67	29321	1540	68	29365	173	46	20201	182	41	36597	6874	68
	HIGH SALARY	82250			57000			41454			40005			34160			82250		
	LOW SALARY	21984			16454			4500			18800			10730			4500		
	FAC MIX PCT	0.48			0.27			0.22			0.03			0.03			1.00		
	SALARY FACTOR	1.08			1.12			1.19			1.21			1.06			1.15		
REGION #1	AVERAGE SALARY	38925	476		30892	259		27339	176		27715	26		21042	16		34172	927	
	HIGH SALARY	66101			49016			33860			32000			28000			66101		
	LOW SALARY	23162			16454			19000			21000			16000			16000		
	FAC MIX PCT	0.51			0.28			0.19			0.03			0.02			1.00		
	SALARY FACTOR	0.98			1.05			1.11			1.14			1.10			1.07		
REGION #2	AVERAGE SALARY	41379	906		32447	539		28415	470		28536	28		19361	53		35243	1968	
	HIGH SALARY	82250			44200			41454			32000			27873			82250		
	LOW SALARY	22907			19950			4500			20000			10730			4500		
	FAC MIX PCT	0.46			0.27			0.24			0.01			0.03			1.00		
	SALARY FACTOR	1.04			1.10			1.15			1.17			1.02			1.11		
REGION #3	AVERAGE SALARY	47216	1005		35743	505		31426	470		30431	67		21385	27		40283	2007	
	HIGH SALARY	80000			57000			40005			40005			34160			80000		
	LOW SALARY	24000			20889			14726			18800			11659			11659		
	FAC MIX PCT	0.50			0.25			0.23			0.03			0.01			1.00		
	SALARY FACTOR	1.19			1.21			1.27			1.25			1.12			1.26		
REGION #4	AVERAGE SALARY	41627	902		32472	560		28814	424		29263	52		20190	86		35337	1972	
	HIGH SALARY	72178			52907			37000			34000			32000			72178		
	LOW SALARY	21984			17000			18900			23850			13333			13333		
	FAC MIX PCT	0.46			0.28			0.22			0.03			0.04			1.00		
	SALARY FACTOR	1.05			1.10			1.17			1.20			1.06			1.11		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE & APPLIED ARTS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34202	1407	68	26088	1374	69	20731	1059	69	19758	141	41	17413	133	47	27243	3973	70
	HIGH SALARY	60000			44698			33955			27400			28000			60000		
	LOW SALARY	19250			18282			14000			14401			11250			11250		
	FAC MIX PCT	0.35			0.35			0.27			0.04			0.03			1.00		
	SALARY FACTOR	0.86			0.88			0.84			0.81			0.91			0.86		
REGION #1	AVERAGE SALARY	32384	314		25336	234		20463	200		20131	23		16776	22		26699	770	
	HIGH SALARY	51500			35000			28557			25000			22228			51500		
	LOW SALARY	21039			18286			14000			15249			12000			12000		
	FAC MIX PCT	0.41			0.30			0.26			0.03			0.03			1.00		
	SALARY FACTOR	0.82			0.86			0.83			0.83			0.88			0.84		
REGION #2	AVERAGE SALARY	34205	288		25268	357		20925	234		19344	20		17679	24		26791	903	
	HIGH SALARY	58260			37430			29000			27000			22000			58260		
	LOW SALARY	22300			18282			15000			15000			2000			12000		
	FAC MIX PCT	0.32			0.40			0.26			0.02			0.03			1.00		
	SALARY FACTOR	0.86			0.86			0.85			0.80			0.93			0.84		
REGION #3	AVERAGE SALARY	35444	555		27666	432		21334	353		19824	58		19497	24		29048	1364	
	HIGH SALARY	56300			44698			32400			25500			28000			56300		
	LOW SALARY	19250			19634			15200			14401			13000			13000		
	FAC MIX PCT	0.41			0.32			0.26			0.04			0.02			1.00		
	SALARY FACTOR	0.90			0.94			0.86			0.81			1.02			0.91		
REGION #4	AVERAGE SALARY	33726	250		25482	351		19877	272		19654	40		1674[illegible]	63		25495	936	
	HIGH SALARY	60000			41155			33955			27400			26000			60000		
	LOW SALARY	22624			18478			14600			15000			11250			11250		
	FAC MIX PCT	0.27			0.38			0.29			0.04			0.07			1.00		
	SALARY FACTOR	0.85			0.86			0.81			0.81			0.88			0.80		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37079	702	65	26951	777	71	21309	538	69	19651	50	21	17439	136	35	28242	2153	71
	HIGH SALARY	64084			42587			32000			26100			27100			64084		
	LOW SALARY	23452			17430			14000			17000			10800			10800		
	FAC MIX PCT	0.33			0.36			0.25			0.02			0.06			1.00		
	SALARY FACTOR	0.84			0.91			0.86			0.81			0.92			0.89		
REGION #1	AVERAGE SALARY	34728	152		26073	163		21336	91		18800	4		17915	42		27282	448	
	HIGH SALARY	58800			35000			32000			21000			27000			58800		
	LOW SALARY	23564			17430			14500			18000			14863			14500		
	FAC MIX PCT	0.34			0.36			0.20			0.01			0.09			1.00		
	SALARY FACTOR	0.88			0.88			0.86			0.77			0.94			0.86		
REGION #2	AVERAGE SALARY	35821	156		26558	168		20995	136		18670	8		17458	18		27655	478	
	HIGH SALARY	59172			39100			28035			20000			23740			59172		
	LOW SALARY	23452			19421			14000			17000			10800			10800		
	FAC MIX PCT	0.33			0.35			0.28			0.02			0.04			1.00		
	SALARY FACTOR	0.90			0.90			0.85			0.77			0.92			0.87		
REGION #3	AVERAGE SALARY	38944	255		28070	271		22130	164		21171	15		18454	39		30022	729	
	HIGH SALARY	64084			42587			31662			26100			27100			64084		
	LOW SALARY	24480			20000			15137			18027			12000			12000		
	FAC MIX PCT	0.35			0.37			0.22			0.02			0.05			1.00		
	SALARY FACTOR	0.98			0.95			0.90			0.87			0.97			0.94		
REGION #4	AVERAGE SALARY	37639	139		26413	175		20667	147		19148	23		15820	37		27063	498	
	HIGH SALARY	63000			38400			30704			21000			23195			63000		
	LOW SALARY	25974			18240			14840			18000			11294			11294		
	FAC MIX PCT	0.28			0.35			0.30			0.05			0.07			1.00		
	SALARY FACTOR	[illegible]			0.89			0.84			0.79			0.83			0.85		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HEALTH PROFESSIONS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44082	1610	55	33615	1599	61	27401	2103	60	28593	222	39	21310	666	50	32877	5978	61
	HIGH SALARY	99999			95397			89957			68750			65307			99999		
	LOW SALARY	16493			10308			12127			15243			9818			9818		
	FAC MIX PCT	0.27			0.27			0.35			0.04			0.11			1.00		
	SALARY FACTOR	1.11			1.14			1.11			1.18			1.12			1.03		
REGION #1	AVERAGE SALARY	42751	199		34188	257		27458	356		30866	49		19754	103		31807	915	
	HIGH SALARY	93025			80740			70435			68750			31250			93025		
	LOW SALARY	22500			14605			12127			17450			14400			12127		
	FAC MIX PCT	0.22			0.28			0.39			0.05			0.11			1.00		
	SALARY FACTOR	1.08			1.16			1.11			1.27			1.04			1.00		
REGION #2	AVERAGE SALARY	44199	245		33456	233		27784	286		27156	20		19970	153		32307	917	
	HIGH SALARY	99999			75228			89957			43364			51949			99999		
	LOW SALARY	25581			14726			13908			15243			9818			9818		
	FAC MIX PCT	0.27			0.25			0.31			0.02			0.17			1.00		
	SALARY FACTOR	1.12			1.13			1.13			1.12			1.05			1.01		
REGION #3	AVERAGE SALARY	46743	715		35478	600		28633	873		28925	82		24681	253		35210	2441	
	HIGH SALARY	99999			95397			75536			54982			65307			99999		
	LOW SALARY	16493			10308			12320			16135			12272			10308		
	FAC MIX PCT	0.29			0.25			0.36			0.03			0.10			1.00		
	SALARY FACTOR	1.18			1.20			1.16			1.18			1.30			1.11		
REGION #4	AVERAGE SALARY	40388	451		31202	509		25349	588		27047	71		18207	157		30416	1705	
	HIGH SALARY	73629			66359			51540			34441			30000			73629		
	LOW SALARY	17650			17610			16805			18000			11352			11352		
	FAC MIX PCT	0.26			0.30			0.34			0.04			0.08			1.00		
	SALARY FACTOR	1.02			1.06			1.09			1.11			0.96			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME ECONOMICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35607	252	46	27896	404	47	22944	577	50	22324	52	29	18355	117	34	26392	1350	50
	HIGH SALARY	60524			41020			31548			27500			29266			60524		
	LOW SALARY	19153			17700			13000			17000			12530			12530		
	FAC MIX PCT	0.19			0.30			0.43			0.04			0.09			1.00		
	SALARY FACTOR	0.90			0.95			0.93			0.92			0.96			0.83		
REGION #1	AVERAGE SALARY	33037	36		26790	61		22127	112		22061	14		18197	18		24798	227	
	HIGH SALARY	42937			36157			29455			27000			21000			42937		
	LOW SALARY	23463			19422			16397			17811			13500			13500		
	FAC MIX PCT	0.16			0.27			0.49			0.06			0.08			1.00		
	SALARY FACTOR	0.83			0.91			0.90			0.91			0.95			0.78		
REGION #2	AVERAGE SALARY	35556	83		28386	143		22716	179		23038	15		18270	40		26533	445	
	HIGH SALARY	57893			41020			29060			27500			23080			57893		
	LOW SALARY	25000			18788			15008			17000			12530			12530		
	FAC MIX PCT	0.19			0.32			0.40			0.03			0.09			1.00		
	SALARY FACTOR	0.90			0.96			0.92			0.95			0.96			0.83		
REGION #3	AVERAGE SALARY	36868	65		27807	109		23531	156		21655	13		19413	15		27215	345	
	HIGH SALARY	60524			36819			30661			26179			29266			60524		
	LOW SALARY	25560			17700			13000			18225			14715			13000		
	FAC MIX PCT	0.19			0.32			0.45			0.04			0.04			1.00		
	SALARY FACTOR	0.93			0.94			0.95			0.89			1.02			0.85		
REGION #4	AVERAGE SALARY	35825	68		27974	91		23259	130		22490	10		18136	44		26436	333	
	HIGH SALARY	58069			40900			31548			24124			26000			58069		
	LOW SALARY	19153			19549			13252			18500			14040			13252		
	FAC MIX PCT	0.20			0.27			0.39			0.03			0.13			1.00		
	SALARY FACTOR	0.90			0.95			0.94			0.92			0.95			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: LAW
MAJOR FIELD: LAW

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	52994	605	34	38820	182	34	34895	128	28	34017	20	12	22634	7	5	47454	922	34
	HIGH SALARY	85090			62600			53700			41500			35907			85090		
	LOW SALARY	30341			26390			22500			26591			16000			16000		
	FAC MIX PCT	0.66			0.20			0.14			0.02			0.01			1.00		
	SALARY FACTOR	1.34			1.32			1.41			1.40			1.19			1.49		
REGION #1	AVERAGE SALARY	46197	99		35452	37		30615	16		27171	2		21839	5		41300	157	
	HIGH SALARY	67605			44250			34924			27750			35907			67605		
	LOW SALARY	30341			28006			22723			26591			16000			16000		
	FAC MIX PCT	0.63			0.24			0.10			0.01			0.03			1.00		
	SALARY FACTOR	1.17			1.20			1.24			1.12			1.15			1.30		
REGION #2	AVERAGE SALARY	52193	174		38668	36		37139	23		33900	5		26145	1		48521	234	
	HIGH SALARY	73280			50500			53700			41500			26145			73280		
	LOW SALARY	34000			30000			27001			30000			26145			26145		
	FAC MIX PCT	0.74			0.15			0.10			0.02						1.00		
	SALARY FACTOR	1.32			1.31			1.50			1.39			1.37			1.52		
REGION #3	AVERAGE SALARY	59717	96		42530	28		37350	32		36834	3					52141	158	
	HIGH SALARY	85080			56000			46500			40000						85090		
	LOW SALARY	35750			30022			33012			34002						30022		
	FAC MIX PCT	0.62			0.18			0.20			0.02						1.00		
	SALARY FACTOR	1.51			1.44			1.51			1.51						1.64		
REGION #4	AVERAGE SALARY	53650	234		39164	81		33812	57		34800	10		23100	1		47391	373	
	HIGH SALARY	82800			62500			45400			40000			23100			82800		
	LOW SALARY	31283			26500			22500			29000			23100			22500		
	FAC MIX PCT	0.63			0.22			0.15			0.03						1.00		
	SALARY FACTOR	1.35			1.33			1.37			1.42			1.21			1.49		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37120	1686	72	26655	1723	72	20906	1235	72	19936	112	43	16130	393	47	27924	5036	72
	HIGH SALARY	74729			44400			31865			28000			27312			74729		
	LOW SALARY	20656			16623			13846			15000			10000			10000		
	FAC MIX PCT	0.33			0.34			0.25			0.02			0.06			1.00		
	SALARY FACTOR	0.94			0.90			0.85			0.82			0.85			0.88		
REGION #1	AVERAGE SALARY	34863	350		26184	305		21114	207		20206	17		15677	36		27990	897	
	HIGH SALARY	59565			34496			29066			24433			20980			59565		
	LOW SALARY	20656			16623			15000			15000			13557			13557		
	FAC MIX PCT	0.39			0.34			0.23			0.02			0.04			1.00		
	SALARY FACTOR	0.88			0.89			0.86			0.83			0.82			0.88		
REGION #2	AVERAGE SALARY	36736	356		26333	409		20831	354		19549	20		16302	83		27130	1202	
	HIGH SALARY	65000			39422			31865			28000			22631			65000		
	LOW SALARY	24237			17112			14829			16000			10000			10000		
	FAC MIX PCT	0.30			0.34			0.29			0.02			0.07			1.00		
	SALARY FACTOR	0.93			0.89			0.85			0.80			0.86			0.85		
REGION #3	AVERAGE SALARY	38283	580		27540	594		21055	329		20591	29		19250	47		29965	1560	
	HIGH SALARY	65000			44400			30169			25000			27312			65000		
	LOW SALARY	24000			18639			13846			17400			12000			12000		
	FAC MIX PCT	0.38			0.38			0.21			0.02			0.03			1.00		
	SALARY FACTOR	0.97			0.93			0.85			0.85			1.01			0.94		
REGION #4	AVERAGE SALARY	37741	389		26051	415		20613	345		19592	46		15476	228		26240	1377	
	HIGH SALARY	74729			43200			28020			26300			23663			74729		
	LOW SALARY	26231			19830			15198			16000			12000			12000		
	FAC MIX PCT	0.28			0.30			0.25			0.03			0.17			1.00		
	SALARY FACTOR	0.95			0.88			0.83			0.81			0.81			0.82		

FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38342	61	20	29917	68	21	23715	52	20	24000	4	3	20244	3	3	30709	164	23
	HIGH SALARY	59000			38840			29739			25000			21061			59000		
	LOW SALARY	26800			21407			18000			21500			19772			18000		
	FAC MIX PCT	0.33			0.37			0.28			0.02			0.02			1.00		
	SALARY FACTOR	0.97			1.01			0.96			0.99			1.06			0.97		
REGION #1	AVERAGE SALARY	38586	6		28738	6		22882	7								29690	19	
	HIGH SALARY	47558			35000			28185									47558		
	LOW SALARY	29615			24000			19152									19152		
	FAC MIX PCT	0.32			0.32			0.37									1.00		
	SALARY FACTOR	0.97			0.97			0.93									0.93		
REGION #2	AVERAGE SALARY	37334	17		31873	15		25213	6		24750	2		19900	1		32922	39	
	HIGH SALARY	45770			38840			29739			25000			19900			45770		
	LOW SALARY	26800			23400			20000			24500			19900			19900		
	FAC MIX PCT	0.44			0.38			0.15			0.05			0.03			1.00		
	SALARY FACTOR	0.94			1.08			1.02			1.02			1.04			1.03		
REGION #3	AVEFAGE SALARY	40136	13		29283	20		24392	21								29993	54	
	HIGH SALARY	51094			33945			29618									51094		
	LOW SALARY	35040			25365			20504									20504		
	FAC MIX PCT	0.24			0.37			0.39									1.00		
	SALARY FACTOR	1.01			0.99			0.98									0.94		
REGION #4	AVERAGE SALARY	38035	25		29561	27		22752	18		23250	2		20417	2		30547	72	
	HIGH SALARY	59000			37923			27149			25000			21061			59000		
	LOW SALARY	27609			21407			18000			21500			19772			18000		
	FAC MIX PCT	0.35			0.38			0.25			0.03			0.03			1.00		
	SALARY FACTOR	0.96			1.00			0.92			0.96			1.07			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39488	1415	72	28819	861	72	23249	663	72	22762	124	46	17485	229	36	31599	3168	72
	HIGH SALARY	80000			42938			32301			30000			36000			80000		
	LOW SALARY	22500			18540			15030			15030			10163			10163		
	FAC MIX PCT	0.45			0.27			0.21			0.04			0.07			1.00		
	SALARY FACTOR	1.00			0.98			0.94			0.94			0.92			0.99		
REGION #1	AVERAGE SALARY	36403	252		27748	156		22732	78		22478	20		17584	23		30805	509	
	HIGH SALARY	56989			36618			30000			30000			20800			56989		
	LOW SALARY	25250			21878			15150			20000			13794			13794		
	FAC MIX PCT	0.50			0.31			0.15			0.04			0.05			1.00		
	SALARY FACTOR	0.92			0.94			0.92			0.92			0.92			0.97		
REGION #2	AVERAGE SALARY	38741	361		28938	206		22765	189		22401	28		16614	42		31263	798	
	HIGH SALARY	68040			41524			30000			29000			19500			68040		
	LOW SALARY	24000			18540			17000			17500			11890			11890		
	FAC MIX PCT	0.45			0.26			0.24			0.04			0.05			1.00		
	SALARY FACTOR	0.98			0.98			0.92			0.92			0.87			0.98		
REGION #3	AVERAGE SALARY	41921	458		29777	252		23834	181		23205	34		19188	38		34172	929	
	HIGH SALARY	70104			42116			32301			27500			29200			70104		
	LOW SALARY	26300			20959			16380			20400			12000			12000		
	FAC MIX PCT	0.49			0.27			0.19			0.04			0.04			1.00		
	SALARY FACTOR	1.06			1.01			0.97			0.95			1.01			1.07		
REGION #4	AVERAGE SALARY	39294	344		28419	247		23368	215		22779	42		17244	126		29757	932	
	HIGH SALARY	80000			42938			32200			28500			36000			80000		
	LOW SALARY	22500			21061			15030			15030			10163			10163		
	FAC MIX PCT	0.37			0.27			0.23			0.05			0.14			1.00		
	SALARY FACTOR	0.99			0.96			0.95			0.94			0.90			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40563	2809	72	29385	1168	72	24235	822	72	23312	112	45	19530	58	26	34975	4957	72
	HIGH SALARY	82764			53000			38709			33000			33000			82764		
	LOW SALARY	1384			17600			13808			15000			10000			1384		
	FAC MIX PCT	0.59			0.24			0.17			0.02			0.01			1.00		
	SALARY FACTOR	1.02			1.00			0.88			0.96			1.02			1.10		
REGION #1	AVERAGE SALARY	38212	556		28629	210		23633	138		22749	22		19873	14		33548	916	
	HIGH SALARY	63894			39000			30000			30000			29949			63894		
	LOW SALARY	20874			17800			14550			15000			10000			10000		
	FAC MIX PCT	0.61			0.23			0.15			0.02			0.02			1.00		
	SALARY FACTOR	0.96			0.97			0.96			0.94			1.04			1.05		
REGION #2	AVERAGE SALARY	40107	726		29664	286		24594	233		23766	23		17160	11		34603	1268	
	HIGH SALARY	82764			53000			32337			27750			20000			82764		
	LOW SALARY	18846			17900			14841			21000			14780			14780		
	FAC MIX PCT	0.57			0.24			0.18			0.02			0.01			1.00		
	SALARY FACTOR	1.01			1.01			1.00			0.96			0.90			1.09		
REGION #3	AVERAGE SALARY	42606	887		30347	320		25209	257		23830	37		22493	10		37145	1574	
	HIGH SALARY	80000			44262			38709			33000			33000			80000		
	LOW SALARY	22508			17600			17900			19066			15012			15012		
	FAC MIX PCT	0.63			0.20			0.16			0.02			0.01			1.00		
	SALARY FACTOR	1.08			1.03			1.02			0.98			1.18			1.17		
REGION #4	AVERAGE SALARY	38972	640		28703	340		22943	194		22736	30		19167	23		33612	1197	
	HIGH SALARY	76391			42428			30200			28000			32483			76391		
	LOW SALARY	1384			18631			13808			18400			12400			1384		
	FAC MIX PCT	0.53			0.28			0.16			0.03			0.02			1.00		
	SALARY FACTOR	1.01			0.97			0.93			0.93			1.01			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39270	862	70	27803	536	70	21457	363	68	20840	44	27	19443	29	19	31902	1790	71
	HIGH SALARY	73380			42525			31200			28500			30644			73380		
	LOW SALARY	24449			18400			15261			16500			12681			12681		
	FAC MIX PCT	0.48			0.30			0.20			0.02			0.02			1.00		
	SALARY FACTOR	0.99			0.94			0.87			0.86			1.02			1.00		
REGION #1	AVERAGE SALARY	36485	163		26790	94		21016	40		19075	4		18019	4		31156	301	
	HIGH SALARY	54300			35436			26463			20500			22473			54300		
	LOW SALARY	24449			20879			18055			18400			16000			16000		
	FAC MIX PCT	0.54			0.31			0.13			0.01			0.01			1.00		
	SALARY FACTOR	0.92			0.91			0.85			0.78			0.95			0.98		
REGION #2	AVERAGE SALARY	38271	221		27680	108		21437	90		20959	9		17470	2		31856	421	
	HIGH SALARY	70846			40500			28909			28500			20939			70846		
	LOW SALARY	24690			21469			16500			16500			14000			14000		
	FAC MIX PCT	0.52			0.26			0.21			0.02						1.00		
	SALARY FACTOR	0.97			0.94			0.87			0.86			0.92			1.00		
REGION #3	AVERAGE SALARY	41160	287		29084	178		21972	116		20865	15		21558	14		33345	595	
	HIGH SALARY	73380			42525			31200			26000			30644			73380		
	LOW SALARY	25230			18400			15261			19000			17014			15261		
	FAC MIX PCT	0.48			0.30			0.19			0.03			0.02			1.00		
	SALARY FACTOR	1.04			0.99			0.89			0.86			1.13			1.05		
REGION #4	AVERAGE SALARY	39961	191		27036	156		21111	117		21191	16		17224	9		30603	473	
	HIGH SALARY	70800			36188			25600			25000			24962			70800		
	LOW SALARY	25993			19732			17240			18000			12681			12681		
	FAC MIX PCT	0.40			0.33			0.25			0.03			0.02			1.00		
	SALARY FACTOR	1.01			0.92			0.85			0.87			0.90			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC AFFAIRS & SERVICES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38955	282	42	30028	350	46	24163	307	45	22447	22	13	19121	17	13	30584	956	47
	HIGH SALARY	64365			43000			35733			34000			27000			64365		
	LOW SALARY	25470			20813			13906			15541			14008			13906		
	FAC MIX PCT	0.29			0.37			0.32			0.02			0.02			1.00		
	SALARY FACTOR	0.98			1.02			0.98			0.92			1.00			0.96		
REGION #1	AVERAGE SALARY	34484	41		28232	42		21956	27		21800	6		16363	1		28907	111	
	HIGH SALARY	46000			34146			28500			28500			16363			46000		
	LOW SALARY	26500			22956			16721			16800			16363			16363		
	FAC MIX PCT	0.37			0.38			0.24			0.05			0.01			1.00		
	SALARY FACTOR	0.87			0.96			0.89			0.90			0.86			0.91		
REGION #2	AVERAGE SALARY	40637	83		29898	82		25307	104		21037	5		20234	5		31232	274	
	HIGH SALARY	64365			41800			35733			22500			27000			64365		
	LOW SALARY	25811			22746			18000			20000			14008			14008		
	FAC MIX PCT	0.30			0.30			0.38			0.02			0.02			1.00		
	SALARY FACTOR	1.03			1.01			1.02			0.86			1.06			0.98		
REGION #3	AVERAGE SALARY	39383	90		31538	111		24527	89		27250	4		21358	5		31643	295	
	HIGH SALARY	57960			41880			34307			34000			24289			57960		
	LOW SALARY	26915			23604			17784			24500			18711			17784		
	FAC MIX PCT	0.31			0.38			0.30			0.01			0.02			1.00		
	SALARY FACTOR	0.99			1.07			0.99			1.12			1.12			0.99		
REGION #4	AVERAGE SALARY	39032	68		29320	115		23109	87		21264	7		16788	6		29482	276	
	HIGH SALARY	61364			43000			30718			27200			19993			61364		
	LOW SALARY	25470			20813			13906			15541			15030			13906		
	FAC MIX PCT	0.25			0.42			0.32			0.03			0.02			1.00		
	SALARY FACTOR	0.99			0.99			0.94			0.87			0.88			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39173	2692	72	28453	2161	72	22621	1483	72	21874	192	52	19661	101	40	31454	6437	72
	HIGH SALARY	76320			51147			35500			34000			40049			76320		
	LOW SALARY	19453			18398			15324			17000			10767			10767		
	FAC MIX PCT	0.42			0.34			0.23			0.03			0.02			1.00		
	SALARY FACTOR	0.98			0.96			0.92			0.90			1.03			0.99		
REGION #1	AVERAGE SALARY	35845	600		27912	436		22627	264		21189	35		17963	9		30413	1309	
	HIGH SALARY	65000			51147			34245			30000			24500			65000		
	LOW SALARY	20218			18398			16361			18000			14000			14000		
	FAC MIX PCT	0.46			0.33			0.20			0.03			0.01			1.00		
	SALARY FACTOR	0.91			0.95			0.92			0.87			0.94			0.95		
REGION #2	AVERAGE SALARY	38397	638		28330	505		22673	397		22023	37		16871	20		30860	1560	
	HIGH SALARY	68443			45500			35178			29800			24000			68443		
	LOW SALARY	21457			19000			16500			17000			10767			10767		
	FAC MIX PCT	0.41			0.32			0.25			0.02			0.01			1.00		
	SALARY FACTOR	0.97			0.96			0.92			0.91			0.89			0.97		
REGION #3	AVERAGE SALARY	41940	875		29523	671		23280	414		22831	52		21581	39		33510	1999	
	HIGH SALARY	76320			45391			35500			29000			33475			76320		
	LOW SALARY	25639			20879			16000			18000			13248			13248		
	FAC MIX PCT	0.44			0.34			0.21			0.03			0.02			1.00		
	SALARY FACTOR	1.06			1.00			0.94			0.94			1.13			1.05		
REGION #4	AVERAGE SALARY	39296	579		27688	549		21900	408		21413	68		19547	33		30295	1569	
	HIGH SALARY	74490			45997			34000			34000			40049			74490		
	LOW SALARY	19453			19312			15324			17182			12358			12358		
	FAC MIX PCT	0.37			0.35			0.26			0.04			0.02			1.00		
	SALARY FACTOR	0.99			0.94			0.89			0.88			1.03			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: INTERDISCIPLINARY STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38229	110	25	27662	109	23	22033	86	24	20880	5	5	18286	6	6	29662	311	30
	HIGH SALARY	60683			41000			32358			25000			22681			60683		
	LOW SALARY	24219			18520			12956			14402			11660			11660		
	FAC MIX PCT	0.35			0.35			0.28			0.02			0.02			1.00		
	SALARY FACTOR	0.97			0.94			0.89			0.86			0.96			0.93		
REGION #1	AVERAGE SALARY	34621	8		25058	7		17862	5		17000	1		18270	1		26664	21	
	HIGH SALARY	44754			26850			18617			17000			18270			44754		
	LOW SALARY	27711			23346			17000			17000			18270			17000		
	FAC MIX PCT	0.38			0.33			0.24			0.05			0.05			1.00		
	SALARY FACTOR	0.87			0.85			0.72			0.70			0.96			0.84		
REGION #2	AVERAGE SALARY	36494	8		27411	14		22299	9		25000	1		22681	1		28096	32	
	HIGH SALARY	50800			38000			32358			25000			22681			50800		
	LOW SALARY	25000			19299			16000			25000			22681			16000		
	FAC MIX PCT	0.25			0.44			0.28			0.03			0.03			1.00		
	SALARY FACTOR	0.92			0.93			0.90			1.03			1.19			0.38		
REGION #3	AVERAGE SALARY	38058	57		28076	51		22318	36		14402	1		15930	2		30367	146	
	HIGH SALARY	59155			41000			23920			14402			20200			59155		
	LOW SALARY	24219			18520			12956			14402			11660			11660		
	FAC MIX PCT	0.39			0.35			0.25			0.01			0.01			1.00		
	SALARY FACTOR	0.96			0.95			0.90			0.58			0.84			0.95		
REGION #4	AVERAGE SALARY	39648	37		27679	37		22261	36		24000	2		18452	2		29727	112	
	HIGH SALARY	60683			38691			30383			25000			19600			60683		
	LOW SALARY	25773			19648			17000			23000			17304			17000		
	FAC MIX PCT	0.33			0.33			0.32			0.02			0.02			1.00		
	SALARY FACTOR	1.00			0.94			0.90			0.99			0.97			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: TECH. & OCCUP. CURRICULUMS
MAJOR FIELD:

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	32117	12	6	26576	47	0	21040	108	11	19499	11	6	17594	55	8	21957	222	11
	HIGH SALARY	40464			44216			31018			29000			26264			44216		
	LOW SALARY	22515			16163			14402			14402			10515			10515		
	FAC MIX PCT	0.05			0.21			0.49			0.05			0.25			1.00		
	SALARY FACTOR	0.81			0.90			0.85			0.80			0.92			0.69		
REGION #1	AVERAGE SALARY				32837	1		17629	4					15171	10		17004	15	
	HIGH SALARY				32837			19576						22659			32837		
	LOW SALARY				32837			15831						10515			10515		
	FAC MIX PCT				0.07			0.27						0.67			1.00		
	SALARY FACTOR				1.11			0.71						0.80			0.53		
REGION #2	AVERAGE SALARY	39532	1		32617	2		25453	6		29000	1		12170	3		24499	12	
	HIGH SALARY	39532			33930			29000			29000			12316			39532		
	LOW SALARY	39532			31304			17495			29000			12096			12096		
	FAC MIX PCT	0.08			0.17			0.50			0.08			0.25			1.00		
	SALARY FACTOR	1.00			1.11			1.03			1.19			0.64			0 77		
REGION #3	AVERAGE SALARY	31352	10		25987	43		20531	91		18276	9		18559	42		21928	186	
	HIGH SALARY	40464			44216			31018			24000			26264			44216		
	LOW SALARY	22515			16163			14402			14402			11034			11034		
	FAC MIX PCT	0.05			0.23			0.49			0.05			0.23			1.00		
	SALARY FACTOR	0.79			0.88			0.83			0.75			0.97			0.69		
REGION #4	AVERAGE SALARY	32350	1		33546	1		25826	7		21000	1					27408	9	
	HIGH SALARY	32350			33546			28473			21000						33546		
	LOW SALARY	32350			33546			21000			21000						21000		
	FAC MIX PCT	0.11			0.11			0.78			0.11						1.00		
	SALARY FACTOR	0.82			1.14			1.05			0.86						0.86		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: DATA PROCESSING TECHNOLOGIES
MAJOR FIELD: DATA PROCESSING TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35178	1	1	28500	1	1	26864	9	2	30000	1	1				27768	11	2
	HIGH SALARY	35178			28500			30679			30000						35178		
	LOW SALARY	35178			28500			22900			30000						22900		
	FAC MIX PCT	0.09			0.09			0.82			0.09						1.00		
	SALARY FACTOR	0.89			0.97			1.09			1.23						0.87		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY							27000	1								27000	1	
	HIGH SALARY							27000									27000		
	LOW SALARY							27000									27000		
	FAC MIX PCT							1.00									1.00		
	SALARY FACTOR							1.09									0.85		
REGION #3	AVERAGE SALARY	35178	1		28500	1		26847	8		30000	1					27845	10	
	HIGH SALARY	35178			28500			30679			30000						35178		
	LOW SALARY	35178			28500			22900			30000						22900		
	FAC MIX PCT	0.10			0.10			0.80			0.10						1.00		
	SALARY FACTOR	0.89			0.97			1.09			1.23						0.87		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: HEALTH SERVICES AND PARAMEDICAL TEC

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	60320	3	1	32296	4	2	49880	1	1				18363	4	2	36122	12	2
	HIGH SALARY	76480			46572			49880						22120			76480		
	LOW SALARY	35600			25839			49880						14520			14520		
	FAC MIX PCT	0.25			0.33			0.08						0.33			1.00		
	SALARY FACTOR	1.52			1.09			2.02						0.96			1.13		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	60320	3		32296	4		49880	1					18363	4		36122	12	
	HIGH SALARY	76480			46572			49880						22120			76480		
	LOW SALARY	35600			25839			49880						14520			14520		
	FAC MIX PCT	0.25			0.33			0.08						0.33			1.00		
	SALARY FACTOR	1.52			1.09			2.02						0.96			1.13		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: MECHANICAL & ENGR TECH
MAJOR FIELD: ENGINEERING TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37021	17	3	29536	38	4	24896	45	2	23333	3	2	22032	11	1	28098	111	4
	HIGH SALARY	42700			35300			29300			24000			26500			42700		
	LOW SALARY	25000			24015			21000			23000			17000			17000		
	FAC MIX PCT	0.15			0.34			0.41			0.03			0.10			1.00		
	SALARY FACTOR	0.93			1.00			1.01			0.96			1.16			0.88		
REGION #1	AVERAGE SALARY	39353	7		29610	14		24936	22		24000	1					28804	43	
	HIGH SALARY	41823			33189			29300			24000						41823		
	LOW SALARY	37125			26000			21945			24000						21945		
	FAC MIX PCT	0.16			0.33			0.51			0.02						1.00		
	SALARY FACTOR	0.88			1.00			1.01			0.99						0.90		
REGION #2	AVERAGE SALARY	36800	1		31650	2											33367	3	
	HIGH SALARY	36800			32300												36800		
	LOW SALARY	36800			31000												31000		
	FAC MIX PCT	0.33			0.67												1.00		
	SALARY FACTOR	0.93			1.07												1.05		
REGION #3	AVERAGE SALARY	35231	9		29297	22		25054	23		23000	2		22032	11		27387	65	
	HIGH SALARY	42700			35300			27600			23000			26500			42700		
	LOW SALARY	25000			24015			21000			23000			17000			17000		
	FAC MIX PCT	0.14			0.34			0.35			0.03			0.17			1.00		
	SALARY FACTOR	0.89			0.99			1.01			0.95			1.16			0.86		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: NATURAL SCI TECHNOLOGIES
MAJOR FIELD: NATURAL SCIENCE TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35247	27	2	28077	21	2	22296	10	2	18000	1	1	19306	11	3	28646	69	3
	HIGH SALARY	47167			42314			31280			18000			24240			47167		
	LOW SALARY	27480			19882			18000			18000			14096			14096		
	FAC MIX PCT	0.39			0.30			0.14			0.01			0.16			1.00		
	SALARY FACTOR	0.89			0.95			0.90			0.74			1.01			0.90		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY													20895	5		20895	5	
	HIGH SALARY													23501			23501		
	LOW SALARY													14096			14096		
	FAC MIX PCT													1.00			1.00		
	SALARY FACTOR													1.10			0.66		
REGION #3	AVERAGE SALARY	35247	27		28077	21		22296	10		18000	1		17982	6		29252	64	
	HIGH SALARY	47167			42314			31280			18000			24240			47167		
	LOW SALARY	27480			19882			18000			18000			14400			14400		
	FAC MIX PCT	0.42			0.33			0.16			0.02			0.09			1.00		
	SALARY FACTOR	0.89			0.95			0.90			0.74			0.94			0.92		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: PUBLIC SERV RELATED TECH
MAJOR FIELD: PUBLIC SERVICE TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35748	8	2	24400	2	2	23887	24	3				12613	1	1	26308	35	3
	HIGH SALARY	52129			25080			28190						12613			52129		
	LOW SALARY	28480			23719			15500						12613			12613		
	FAC MIX PCT	0.23			0.06			0.69						0.03			1.00		
	SALARY FACTOR	0.90			0.83			0.87						0.66			0.83		
REGION #1	AVERAGE SALARY	36557	7		25080	1		22750	2								32647	10	
	HIGH SALARY	52129			25080			25185									52129		
	LOW SALARY	28480			25080			20315									20315		
	FAC MIX PCT	0.70			0.10			0.20									1.00		
	SALARY FACTOR	0.92			0.85			0.92									1.02		
REGION #2	AVERAGE SALARY							24395	21					12613	1		23859	22	
	HIGH SALARY							28190						12613			28190		
	LOW SALARY							16461						12613			12613		
	FAC MIX PCT							0.95						0.05			1.00		
	SALARY FACTOR							0.99						0.66			0.75		
REGION #3	AVERAGE SALARY	30086	1		23719	1		15500	1								23101	3	
	HIGH SALARY	30086			23719			15500									30086		
	LOW SALARY	30086			23719			15500									15500		
	FAC MIX PCT	0.33			0.33			0.33									1.00		
	SALARY FACTOR	0.76			0.80			0.63									0.73		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

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                                    DISCIPLINE: ALL DISCIPLINE AVERAGES
                                    MAJOR FIELD: ALL MAJOR FIELDS

                          PROFESSOR           ASSOC  PROF          ASST  PROF        NEW ASST PROF          INSTRUCTOR            ALL RANKS
                      ----------------    ----------------    ----------------    ----------------    ----------------    ----------------
                      SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS

ALL INST   AVERAGE SALARY 39601 27438     29516 20656         24692 17306         24325  1908         19055  3120         31860 68530
           HIGH SALARY    99999           95397               89957               68750               65307               99999
           LOW SALARY      1384           10308                1872               11423                8720                1384
           FAC MIX PCT     0.40            0.30                0.25                0.03                0.05                1.00
           SALARY FACTOR   1.00            1.00                1.00                1.00                1.00                1.00

REGION #1  AVERAGE SALARY 36668  4867     28481  3573         23025  2721         24156   335         18716   469         30447 11630
           HIGH SALARY    93025           80740               70435               68750               35907               93025
           LOW SALARY     17574           14605               12127               14784               10000               10000
           FAC MIX PCT     0.42            0.31                0.23                0.03                0.04                1.00
           SALARY FACTOR   0.93            0.96                0.97                0.99                0.98                0.96

REGION #2  AVERAGE SALARY 38846  6524     29259  4853         24514  4329         24018   333         18250   710         31241 16416
           HIGH SALARY    99999           75228               89957               45000               51849               99999
           LOW SALARY      4619           13500                1872               15000                5818                1872
           FAC MIX PCT     0.40            0.30                0.26                0.02                0.04                1.00
           SALARY FACTOR   0.98            0.99                0.99                0.99                0.96                0.98

REGION #3  AVERAGE SALARY 41816  8813     30593  6178         25658  5309         24850   607         21663   810         33773 21210
           HIGH SALARY    99999           95397               75536               54882               65307               99999
           LOW SALARY     16483           10308               12320               11423               10800               10308
           FAC MIX PCT     0.42            0.29                0.25                0.03                0.04                1.00
           SALARY FACTOR   1.06            1.04                1.04                1.02                1.14                1.06

REGION #4  AVERAGE SALARY 39524  7134     29235  6052         24232  4947         24072   633         17832  1131         31080 19264
           HIGH SALARY    90439           66359               52364               40000               40049               90439
           LOW SALARY      1384           17000               13252               15000                8720                1384
           FAC MIX PCT     0.37            0.31                0.26                0.03                0.06                1.00
           SALARY FACTOR   1.00            0.99                0.98                0.98                0.84                0.98
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SECTION B1

NON-GROUPED DISCIPLINES

(Does not include Health Profession Disciplines)

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                                   F A C U L T Y   S A L A R Y   S U R V E Y

                                          DISCIPLINE: AGRI & NATL RESOURCES
                                          MAJOR FIELD: AGRICULTURE

                             PROFESSOR             ASSOC  PROF            ASST  PROF           NEW ASST PROF          INSTRUCTOR              ALL RANKS
                          ----------------      ----------------      ----------------      ----------------      ----------------      ----------------
                          SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS

ALL INST   AVERAGE SALARY  37431    74   3       29084    72   3       23780    74   3       21989     4   1       18684     5   1       29856   225   3
           HIGH SALARY     5a183                 42955                 34800                 21989                 26101                 53183
           LOW SALARY      23891                 19637                 13664                 21989                 14000                 13664
           FAC MIX PCT      0.33                  0.32                  0.33                  0.02                  0.02                  1.00
           SALARY FACTOR    0.96                  1.00                  0.98                  0.93                  1.02                  0.95

REGION #1  AVERAGE SALARY
           HIGH SALARY
           LOW SALARY
           FAC MIX PCT
           SALARY FACTOR

REGION #2  AVERAGE SALARY
           HIGH SALARY
           LOW SALARY
           FAC MIX PCT
           SALARY FACTOR

REGION #3  AVERAGE SALARY  40327     6           29803     4           25561     6                                                         32158    16
           HIGH SALARY     52620                 33084                 29452                                                               52620
           LOW SALARY      35146                 24543                 22580                                                               22580
           FAC MIX PCT      0.38                  0.25                  0.38                                                                1.00
           SALARY FACTOR    1.03                  1.02                  1.06                                                                1.02

REGION #4  AVERAGE SALARY  37175    68           29041    68           23633    68           21989     4           18684     5           296J0   209
           HIGH SALARY     53183                 42955                 34800                 21989                 26101                 53183
           LOW SALARY      23891                 196J7                 13664                 21989                 14000                 13664
           FAC MIX PCT      0.33                  0.33                  0.33                  0.02                  0.02                  1.00
           SALARY FACTOR    0.95                  1.00                  0.97                  0.93                  1.02                  0.94
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FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURE, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37620	24	7	30096	34	8	29427	26	5	26182	1	1	16511	6	3	28848	90	9
	HIGH SALARY	51743			40910			34364			26182			24243			51743		
	LOW SALARY	17574			19220			19968			26182			13000			13000		
	FAC MIX PCT	0.27			0.38			0.29			0.01			0.07			1.00		
	SALARY FACTOR	0.96			1.03			1.05			1.10			0.90			0.96		
REGION #1	AVERAGE SALARY	38424	13		30350	16		28844	12					17213	1		30003	42	
	HIGH SALARY	43890			37620			32040						17213			43890		
	LOW SALARY	17574			26836			20900						17213			17213		
	FAC MIX PCT	0.31			0.38			0.29						0.02			1.00		
	SALARY FACTOR	0.98			1.04			1.02						0.94			0.98		
REGION #2	AVERAGE SALARY	34461	1											14403	4		18414	5	
	HIGH SALARY	34461												15709			34461		
	LOW SALARY	34461												13000			13000		
	FAC MIX PCT	0.20												0.80			1.00		
	SALARY FACTOR	0.88												0.79			0.58		
REGION #3	AVERAGE SALARY	36881	10		30465	16		29920	14		26182	1		24243	1		30331	41	
	HIGH SALARY	51743			40910			34364			26182			24243			51743		
	LOW SALARY	20610			19220			19968			26182			24243			19220		
	FAC MIX PCT	0.24			0.39			0.34			0.02			0.02			1.00		
	SALARY FACTOR	0.95			1.05			1.07			1.10			1.32			0.96		
REGION #4	AVERAGE SALARY				25111	2											25111	2	
	HIGH SALARY				25724												25724		
	LOW SALARY				24497												24497		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.86												0.80		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRONOMY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36078	341	25	27960	159	25	24224	152	25	24725	19	10	18441	21	8	30932	673	25
	HIGH SALARY	53995			42955			30270			28688			26101			53995		
	LOW SALARY	20970			20148			17576			22666			14000			14000		
	FAC MIX PCT	0.51			0.24			0.23			0.03			0.03			1.00		
	SALARY FACTOR	0.92			0.96			1.00			1.04			1.01			0.98		
REGION #1	AVERAGE SALARY	32712	33		26525	22		23062	15		22666	1		21746	3		28413	73	
	HIGH SALARY	46759			31895			28177			22666			22552			46759		
	LOW SALARY	26099			21812			20500			22666			20468			20468		
	FAC MIX PCT	0.45			0.30			0.21			0.01			0.04			1.00		
	SALARY FACTOR	0.84			0.91			0.95			0.96			1.19			0.90		
REGION #2	AVERAGE SALARY	34688	124		27313	52		24101	58		25376	4		17974	12		29817	246	
	HIGH SALARY	53995			35241			30270			27000			25770			53995		
	LOW SALARY	20970			20148			17576			24580			15266			15266		
	FAC MIX PCT	0.50			0.21			0.24			0.02			0.06			1.00		
	SALARY FACTOR	0.89			0.94			0.99			1.07			0.98			0.94		
REGION #3	AVERAGE SALARY	40120	67		26886	23		24547	23		23932	4					34663	113	
	HIGH SALARY	53177			40493			30270			24546						53177		
	LOW SALARY	27685			23851			21925			22910						21925		
	FAC MIX PCT	0.59			0.20			0.20			0.04						1.00		
	SALARY FACTOR	1.03			0.99			1.01			1.01						1.10		
REGION #4	AVERAGE SALARY	36187	117		28668	62		24529	56		24987	10		17723	6		31084	241	
	HIGH SALARY	49231			42955			28688			28688			26101			49231		
	LOW SALARY	22079			20862			20782			22909			14000			14000		
	FAC MIX PCT	0.49			0.26			0.23			0.04			0.02			1.00		
	SALARY FACTOR	0.93			0.98			1.01			1.05			0.97			0.98		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: SOILS SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35605	176	16	27586	88	15	22473	63	15	23605	7	4	18699	7	2	30661	334	16
	HIGH SALARY	53250			36567			28025			28000			29139			53250		
	LOW SALARY	20457			20172			13487			20044			14508			13487		
	FAC MIX PCT	0.53			0.26			0.19			0.02			0.02			1.00		
	SALARY FACTOR	0.91			0.95			0.93			1.00			1.02			0.97		
REGION #1	AVERAGE SALARY	34852	50		27384	25		22239	16								30582	91	
	HIGH SALARY	47484			32000			26179									47484		
	LOW SALARY	27255			21238			18856									18856		
	FAC MIX PCT	0.55			0.27			0.18									1.00		
	SALARY FACTOR	0.89			0.94			0.92									0.97		
REGION #2	AVERAGE SALARY	41416	21		28643	15		24498	3					17957	5		33242	44	
	HIGH SALARY	53250			32896			27352						29139			53250		
	LOW SALARY	33415			22800			23400						14508			14508		
	FAC MIX PCT	0.48			0.34			0.07						0.11			1.00		
	SALARY FACTOR	1.06			0.98			1.01						0.98			1.05		
REGION #3	AVERAGE SALARY	33342	71		25457	31		22095	32		23441	6					28831	134	
	HIGH SALARY	49160			31220			28025			28000						49160		
	LOW SALARY	20457			20172			13487			20044						13487		
	FAC MIX PCT	0.53			0.23			0.24			0.04						1.00		
	SALARY FACTOR	0.85			0.87			0.91			0.99						0.91		
REGION #4	AVERAGE SALARY	37850	34		30834	17		23289	12		24590	1		20555	2		32794	65	
	HIGH SALARY	47950			36567			25778			24590			23360			47950		
	LOW SALARY	30830			25408			16668			24590			17750			16668		
	FAC MIX PCT	0.52			0.26			0.18			0.02			0.03			1.00		
	SALARY FACTOR	0.97			1.06			0.96			1.04			1.12			1.04		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: ANIMAL SCIENCE (HUSBANDRY)

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35186	412	37	27455	217	34	23513	184	38	23830	16	9	16824	23	11	30104	836	38
	HIGH SALARY	53015			38594			33440			30683			23750			53015		
	LOW SALARY	22862			15721			14754			14754			12705			12705		
	FAC MIX PCT	0.49			0.26			0.22			0.02			0.03			1.00		
	SALARY FACTOR	0.90			0.94			0.97			1.00			0.92			0.95		
REGION #1	AVERAGE SALARY	33005	64		26082	47		21879	27		19472	2		18036	9		27831	147	
	HIGH SALARY	47976			32220			28805			24180			23490			47976		
	LOW SALARY	22862			15721			14754			14754			12705			12705		
	FAC MIX PCT	0.44			0.32			0.18			0.01			0.06			1.00		
	SALARY FACTOR	0.85			0.90			0.90			0.82			0.99			0.88		
REGION #2	AVERAGE SALARY	34123	138		27740	63		23950	52		24891	5		16166	10		29900	263	
	HIGH SALARY	50400			35151			32310			30683			23750			50400		
	LOW SALARY	24480			18800			18765			21682			14288			14288		
	FAC MIX PCT	0.52			0.24			0.20			0.02			0.04			1.00		
	SALARY FACTOR	0.87			0.95			0.99			1.05			0.88			0.95		
REGION #3	AVERAGE SALARY	37087	112		27953	61		23563	57		24410	3		14036	2		31154	232	
	HIGH SALARY	53015			35432			33440			24546			14625			53015		
	LOW SALARY	24834			18653			18003			24137			13446			13446		
	FAC MIX PCT	0.48			0.26			0.25			0.01			0.01			1.00		
	SALARY FACTOR	0.95			0.96			0.97			1.03			0.77			0.99		
REGION #4	AVERAGE SALARY	35968	98		27806	46		23875	48		24107	6		17453	2		30849	194	
	HIGH SALARY	48686			38594			28943			25491			18405			48686		
	LOW SALARY	26154			19637			19228			22910			16500			16500		
	FAC MIX PCT	0.51			0.24			0.25			0.03			0.01			1.00		
	SALARY FACTOR	0.92			0.95			0.96			1.02			0.95			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: DAIRY SCIENCE (HUSBANDRY)

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35721	59	12	27,22	35	12	24241	26	11	21273	1	1	17754	1	1	30781	121	12
	HIGH SALARY	49086			34687			31043			21273			17754			49086		
	LOW SALARY	22634			15721			14689			21273			17754			14689		
	FAC MIX PCT	0.49			0.29			0.21			0.01			0.01			1.00		
	SALARY FACTOR	0.92			0.85			1.00			0.90			0.97			0.98		
REGION #1	AVERAGE SALARY	33048	9		25635	9		21866	4								27881	22	
	HIGH SALARY	42680			29664			23306									42680		
	LOW SALARY	24153			15721			20846									15721		
	FAC MIX PCT	0.41			0.41			0.18									1.00		
	SALARY FACTOR	0.88			0.88			0.90									0.89		
REGION #2	AVERAGE SALARY	33012	13		26897	4		20332	3								29887	20	
	HIGH SALARY	40809			29454			25363									40809		
	LOW SALARY	22634			23889			14689									14689		
	FAC MIX PCT	0.65			0.20			0.15									1.00		
	SALARY FACTOR	0.85			0.92			0.84									0.95		
REGION #3	AVERAGE SALARY	39893	12		27823	7		25324	5								33336	24	
	HIGH SALARY	49086			29864			27000									49086		
	LOW SALARY	29452			26428			23728									23728		
	FAC MIX PCT	0.50			0.29			0.21									1.00		
	SALARY FACTOR	1.02			0.96			1.04									1.06		
REGION #4	AVERAGE SALARY	36089	25		29148	15		25371	14		21273	1		17754	1		31134	55	
	HIGH SALARY	47456			34687			31043			21273			17754			47456		
	LOW SALARY	22661			24914			21273			21273			17754			17754		
	FAC MIX PCT	0.45			0.27			0.25			0.02			0.02			1.00		
	SALARY FACTOR	0.92			1.00			1.05			0.90			0.97			0.99		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: POULTRY SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37013	58	14	28704	32	13	24133	23	10	23678	3	3				32063	113	14
	HIGH SALARY	53183			33552			29508			25000						53183		
	LOW SALARY	26982			23120			19490			21273						19490		
	FAC MIX PCT	0.51			0.28			0.20			0.03						1.00		
	SALARY FACTOR	0.95			0.99			0.99			1.00						1.02		
REGION #1	AVERAGE SALARY	40263	2		28864	2											34566	4	
	HIGH SALARY	43088			29327												43088		
	LOW SALARY	37450			28401												28401		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	1.03			0.99												1.09		
REGION #2	AVERAGE SALARY	36389	10		27729	10		24048	7		24751	1					29981	27	
	HIGH SALARY	46800			33552			25789			24751						46800		
	LOW SALARY	29618			23120			21526			24751						21526		
	FAC MIX PCT	0.37			0.37			0.26			0.04						1.00		
	SALARY FACTOR	0.93			0.95			0.99			1.04						0.95		
REGION #3	AVERAGE SALARY	40529	2		29157	1											36738	3	
	HIGH SALARY	49675			29157												49675		
	LOW SALARY	33968			29157												29157		
	FAC MIX PCT	0.67			0.33												1.00		
	SALARY FACTOR	1.04			1.00												1.16		
REGION #4	AVERAGE SALARY	36848	44		29329	19		24168	16		23137	2					32471	79	
	HIGH SALARY	53183			33546			29508			25000						53183		
	LOW SALARY	26982			26229			19490			21273						19490		
	FAC MIX PCT	0.56			0.24			0.20			0.03						1.00		
	SALARY FACTOR	0.94			1.01			1.00			0.98						1.03		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: FISH, GAME, AND WILDLIFE MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34884	66	14	27656	53	14	23627	34	13	21756	6	5	19446	4	3	29616	157	16
	HIGH SALARY	53040			37637			28636			25000			23031			53040		
	LOW SALARY	261U7			23103			16122			18260			17830			16122		
	FAC MIX PCT	0.42			0.34			0.22			0.04			0.03			1.00		
	SALARY FACTOR	0.89			0.88			0.87			0.92			1.06			0.94		
REGION #1	AVERAGE SALARY	35868	20		26301	11		22241	7		21087	3		18013	1		30280	39	
	HIGH SALARY	48352			29190			24344			22000			18013			48352		
	LOW SALARY	261C7			23103			19760			19260			18013			18013		
	FAC MIX PCT	0.51			0.28			0.18			0.08			0.03			1.00		
	SALARY FACTOR	0.92			0.90			0.92			0.89			1.04			0.91		
REGIUN #2	AVERAGE SALARY	33690	26		27563	16		23412	7					17807	1		29974	50	
	HIGH SALARY	53040			33271			28636						17807			53040		
	LOW SALARY	28700			23356			16122						17807			16122		
	FAC MIX PCT	0.52			0.32			0.14						0.02			1.00		
	SALARY FACTOR	0.8			0.95			0.97						0.98			0.95		
REGION #3	AVERAGE SALARY	36900	7		28948	9		24665	12		23000	2		20431	2		28522	30	
	HIGH SALARY	47121			35120			28300			25000			23031			47121		
	LOW SALARY	30436			25680			18920			21000			17830			17830		
	FAC MIX PCT	0.23			0.30			0.40			0.07			0.07			1.00		
	SALARY FACTOR	0.95			0.99			1.02			0.97			1.12			0.90		
REGION #4	AVERAGE SALARY	34724	13		27838	17		23470	8		21273	1					28318	38	
	HIGH SALARY	41651			37637			28426			21273						41651		
	LOW SALARY	28964			24251			20537			21273						20537		
	FAC MIX PCT	0.34			0.45			0.21			0.03						1.00		
	SALARY FACTOR	0.89			0.86			0.97			0.90						0.9		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: HORTICULTURE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35427	180	27	27981	122	26	23485	129	26	21697	10	6	18108	9	7	29507	440	27
	HIGH SALARY	54000			37270			35820			23770			25736			54000		
	LOW SALARY	25166			21140			14754			14754			15217			14754		
	FAC MIX PCT	0.41			0.28			0.29			0.02			0.02			1.00		
	SALARY FACTOR	0.91			0.96			0.97			0.91			0.88			0.93		
REGION #1	AVERAGE SALARY	33810	29		26325	16		21743	16		14754	1		17431	3		28154	64	
	HIGH SALARY	51913			28089			25418			14754			19086			51913		
	LOW SALARY	26309			23283			14754			14754			15574			14754		
	FAC MIX PCT	0.45			0.25			0.25			0.02			0.05			1.00		
	SALARY FACTOR	0.87			0.90			0 90			0.62			0.95			0.89		
REGION #2	AVERAGE SALARY	33654	39		27212	32		22864	35		22571	1		19596	3		27920	109	
	HIGH SALARY	54000			34500			35820			22571			25736			54000		
	LOW SALARY	25166			21140			17475			22571			15545			15545		
	FAC MIX PCT	0.36			0.29			0.32			0.01			0.03			1.00		
	SALARY FACTOR	0.86			0.93			0.94			0.95			1.07			0.88		
REGION #3	AVERAGE SALARY	37537	50		29735	21		24683	24		23728	1		15217	1		32384	96	
	HIGH SALARY	53732			36569			30273			23728			15217			53732		
	LOW SALARY	28012			23319			22450			23728			15217			15217		
	FAC MIX PCT	0.52			0.22			0.25			0.01			0.01			1.00		
	SALARY FACTOR	0.96			1.02			1.03			1.00			0.83			1.03		
REGION #4	AVERAGE SALARY	35596	62		28251	53		23653	54		22274	7		18339	2		29409	171	
	HIGH SALARY	47613			37270			30000			23770			19500			47613		
	LOW SALARY	26250			21273			20780			20780			17178			17178		
	FAC MIX PCT	0.36			0.31			0.32			0.04			0.01			1.00		
	SALARY FACTOR	0.91			0.97			0.98			0.94			1.00			0.93		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: ORNAMENTAL HORTICULTURE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34185	6	2	26439	7	3	22085	12	4							26208	25	4
	HIGH SALARY	35170			28964			25250									35170		
	LOW SALARY	33200			22283			21000									21000		
	FAC MIX PCT	0.24			0.28			0.48									1.00		
	SALARY FACTOR	0.88			0.91			0.91									0.83		
REGION #1	AVERAGE SALARY							21525	1								21525	1	
	HIGH SALARY							21525									21525		
	LOW SALARY							21525									21525		
	FAC MIX PCT							1.00									1.00		
	SALARY FACTOR							0.89									0.68		
REGION #2	AVERAGE SALARY	34054	5		26723	3		22051	8								26677	16	
	HIGH SALARY	35170			28270			25250									35170		
	LOW SALARY	33200			25220			21000									21000		
	FAC MIX PCT	0.31			0.19			0.50									1.00		
	SALARY FACTOR	0.87			0.92			0.91									0.84		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	34838	1		26227	4		22363	3								25854	8	
	HIGH SALARY	34838			28964			22926									34638		
	LOW SALARY	34838			22283			21237									21237		
	FAC MIX PCT	0.13			0.50			0.38									1.00		
	SALARY FACTOR	0.89			0.90			0.92									0.82		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURAL AND FARM MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39103	16	2	29108	11	2	25612	10	2				15059	6	2	30054	43	2
	HIGH SALARY	58090			32318			32000						17291			58090		
	LOW SALARY	30272			26425			21805						13780			13780		
	FAC MIX PCT	0.37			0.26			0.23						0.14			1.00		
	SALARY FACTOR	1.00			1.00			1.06						0.82			0.95		
REGION #1	AVERAGE SALARY	35166	3		26425	2		21805	1					17291	1		28206	7	
	HIGH SALARY	40468			26994			21805						17291			40468		
	LOW SALARY	32457			26425			21805						17291			17291		
	FAC MIX PCT	0.43			0.29			0.14						0.14			1.00		
	SALARY FACTOR	0.90			0.91			0.90						0.94			0.89		
REGION #2	AVERAGE SALARY	40012	13		29704	9		26035	9					14613	5		30413	36	
	HIGH SALARY	58090			32318			32000						16159			58090		
	LOW SALARY	30272			27450			23530						13780			13780		
	FAC MIX PCT	0.36			0.25			0.25						0.14			1.00		
	SALARY FACTOR	1.03			1.02			1.07						0.80			0.96		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURAL ECONOMICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37496	348	32	29623	164	32	24950	137	28	24147	14	10	17583	5	5	32741	654	32
	HIGH SALARY	59938			42504			30433			28278			22972			59938		
	LOW SALARY	23408			19553			18804			20025			10800			10800		
	FAC MIX PCT	0.53			0.25			0.21			0.02			0.01			1.00		
	SALARY FACTOR	0.96			1.02			1.03			1.02			0.96			1.04		
REGION #1	AVERAGE SALARY	35080	49		28662	22		24060	21					10800	1		30812	93	
	HIGH SALARY	46658			36941			27860						10800			46658		
	LOW SALARY	25267			23284			18804						10800			10800		
	FAC MIX PCT	0.53			0.24			0.23						0.01			1.00		
	SALARY FACTOR	0.90			0.98			0.99						0.59			0.98		
REGION #2	AVERAGE SALARY	36985	112		29629	51		24607	37		25835	2					32819	200	
	HIGH SALARY	59938			42504			30021			26670						59938		
	LOW SALARY	24257			19553			19875			25000						19553		
	FAC MIX PCT	0.56			0.26			0.19			0.01						1.00		
	SALARY FACTOR	0.95			1.02			1.01			1.09						1.04		
REGION #3	AVERAGE SALARY	39587	101		29841	51		25735	38		23608	6		19705	3		33875	193	
	HIGH SALARY	53831			42000			30433			25566			22972			53831		
	LOW SALARY	26087			22062			20025			20025			17180			17180		
	FAC MIX PCT	0.52			0.26			0.20			0.03			0.02			1.00		
	SALARY FACTOR	1.01			1.02			1.06			1.00			1.08			1.08		
REGION #4	AVERAGE SALARY	37083	86		29864	40		24988	41		24123	6		18000	1		32298	168	
	HIGH SALARY	51639			39682			28688			28278			18000			51639		
	LOW SALARY	23408			24546			20610			21273			18000			18000		
	FAC MIX PCT	0.51			0.24			0.24			0.04			0.01			1.00		
	SALARY FACTOR	0.95			1.03			1.03			1.02			0.98			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: FOOD SCIENCE AND TECHNOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35881	144	18	28892	85	18	24067	70	18	23655	7	4	20241	7	5	30879	306	21
	HIGH SALARY	53913			49454			30638			26229			23000			53913		
	LOW SALARY	20833			20604			13664			22000			16237			13664		
	FAC MIX PCT	0.47			0.28			0.23			0.02			0.02			1.00		
	SALARY FACTOR	0.92			0.99			0.99			1.00			1.11			0.98		
REGION #1	AVERAGE SALARY	33450	26		26907	13		22488	14					20031	5		28180	58	
	HIGH SALARY	46874			31849			25190						23000			46874		
	LOW SALARY	20833			20604			16872						16237			16237		
	FAC MIX PCT	0.45			0.22			0.24						0.09			1.00		
	SALARY FACTOR	0.86			0.92			0.93						1.09			0.89		
REGION #2	AVERAGE SALARY	33502	26		26899	12		24649	7					21960	1		30181	46	
	HIGH SALARY	40950			29520			28980						21960			40950		
	LOW SALARY	27180			23234			16648						21960			16648		
	FAC MIX PCT	0.57			0.26			0.15						0.02			1.00		
	SALARY FACTOR	0.86			0.92			1.02						1.20			0.96		
REGION #3	AVERAGE SALARY	36428	21		28627	16		24369	12		23151	3		19575	1		30700	50	
	HIGH SALARY	52358			33546			28372			24546			19575			52358		
	LOW SALARY	29479			23196			21045			22000			19575			19575		
	FAC MIX PCT	0.42			0.32			0.24			0.06			0.02			1.00		
	SALARY FACTOR	0.93			0.98			1.00			0.98			1.07			0.97		
REGION #4	AVERAGE SALARY	37481	71		30118	44		24456	37		24033	4					32178	152	
	HIGH SALARY	53913			49454			30638			26229						53913		
	LOW SALARY	27038			22130			13664			23016						13664		
	FAC MIX PCT	0.47			0.29			0.24			0.03						1.00		
	SALARY FACTOR	0.96			1.03			1.01			1.01						1.02		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: FORESTRY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35397	234	28	27977	198	30	23565	152	27	22988	13	10	17955	10	5	29602	594	30
	HIGH SALARY	54717			41531			34800			27528			21988			54717		
	LOW SALARY	18514			17914			14773			18818			14627			14627		
	FAC MIX PCT	0.39			0.33			0.26			0.02			0.02			1.00		
	SALARY FACTOR	0.91			0.96			0.97			0.97			0.98			0.94		
REGION #1	AVERAGE SALARY	34579	46		27467	46		23322	35		23342	5		19132	3		28675	130	
	HIGH SALARY	47131			35032			27528			27528			21988			47131		
	LOW SALARY	27860			23600			19262			19500			15934			15934		
	FAC MIX PCT	0.35			0.35			0.27			0.04			0.02			1.00		
	SALARY FACTOR	0.89			0.94			0.96			0.98			1.05			0.91		
REGION #2	AVERAGE SALARY	33151	42		25905	19		22896	19		18818	1		17477	3		28578	83	
	HIGH SALARY	53625			34770			28875			18818			21170			53625		
	LOW SALARY	24461			17916			17671			18818			14900			14900		
	FAC MIX PCT	0.51			0.23			0.23			0.01			0.04			1.00		
	SALARY FACTOR	0.85			0.89			0.94			0.79			0.95			0.91		
REGION #3	AVERAGE SALARY	34632	67		26596	45		22595	28		24546	2		17431	4		29302	144	
	HIGH SALARY	53053			35913			26173			25364			20980			53053		
	LOW SALARY	21753			17914			14773			23728			14627			14627		
	FAC MIX PCT	0.47			0.31			0.19			0.01			0.03			1.00		
	SALARY FACTOR	0.89			0.91			0.93			1.03			0.95			0.93		
REGION #4	AVERAGE SALARY	37715	79		29398	88		24256	70		22843	5					30651	237	
	HIGH SALARY	54717			41531			34800			24546						54717		
	LOW SALARY	18514			20275			19144			21311						18514		
	FAC MIX PCT	0.33			0.37			0.30			0.02						1.00		
	SALARY FACTOR	0.97			1.01			1.00			0.96						0.97		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: NATURAL RESOURCES MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35651	61	7	27983	41	8	24122	18	7	30000	1	1	14180	2	2	31021	122	8
	HIGH SALARY	54000			34200			30000			30000			16360			54000		
	LOW SALARY	22430			19495			19125			30000			12000			12000		
	FAC MIX PCT	0.50			0.34			0.15			0.01			0.02			1.00		
	SALARY FACTOR	0.91			0.96			0.99			1.26			0.77			0.98		
REGION #1	AVERAGE SALARY	34647	10		30031	6		22262	6								30010	22	
	HIGH SALARY	40001			33757			24259									40001		
	LOW SALARY	28265			27950			19583									19583		
	FAC MIX PCT	0.45			0.27			0.27									1.00		
	SALARY FACTOR	0.89			1.03			0.92									0.95		
REGION #2	AVERAGE SALARY	37210	10		29260	5		25200	1					12000	1		32682	17	
	HIGH SALARY	43200			32100			25200						12000			43200		
	LOW SALARY	34400			25800			25200						12000			12000		
	FAC MIX PCT	0.59			0.29			0.06						0.06			1.00		
	SALARY FACTOR	0.95			1.00			1.04						0.66			1.04		
REGION #3	AVERAGE SALARY	35516	41		27361	30		25039	11		30000	1		16360	1		30948	83	
	HIGH SALARY	54000			34200			30000			30000			16360			54000		
	LOW SALARY	22430			19495			19125			30000			16360			16360		
	FAC MIX PCT	0.49			0.36			0.13			0.01			0.01			1.00		
	SALARY FACTOR	0.91			0.94			1.03			1.26			0.89			0.98		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: RANGE MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37875	23	5	28377	14	6	23906	15	6				19064	1	1	31057	53	6
	HIGH SALARY	47331			32800			26404						19064			47331		
	LOW SALARY	32793			24374			20796						19064			19064		
	FAC MIX PCT	0.43			0.26			0.28						0.02			1.00		
	SALARY FACTOR	0.97			0.97			0.99						1.04			0.98		
REGION #1	AVERAGE SALARY	36945	9		27253	6		23542	7								30036	22	
	HIGH SALARY	47331			29508			26404									47331		
	LOW SALARY	32793			24743			20796									20796		
	FAC MIX PCT	0.41			0.27			0.32									1.00		
	SALARY FACTOR	0.95			0.94			0.97									0.95		
REGION #2	AVERAGE SALARY	38473	14		29221	8		24225	8					19064	1		31782	31	
	HIGH SALARY	47000			32800			25014						19064			47000		
	LOW SALARY	33100			24374			22944						19064			19064		
	FAC MIX PCT	0.45			0.26			0.26						0.03			1.00		
	SALARY FACTOR	0.99			1.00			1.00						1.04			1.01		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: AGRI & NATL RESOURCES
MAJOR FIELD: AGRICULTURE, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36777	97	5	28699	45	4	23811	38	5				22570	11	4	31475	191	5
	HIGH SALARY	55504			37600			31317						26300			55504		
	LOW SALARY	23160			20880			18960						18849			18849		
	FAC MIX PCT	0.51			0.24			0.20						0.06			1.00		
	SALARY FACTOR	0.94			0.99			0.98						1.23			1.00		
REGION #1	AVERAGE SALARY	35269	5		30907	1		21459	1					23482	2		30630	9	
	HIGH SALARY	55504			30907			21459						24654			55504		
	LOW SALARY	27911			30907			21459						22311			21459		
	FAC MIX PCT	0.56			0.11			0.11						0.22			1.00		
	SALARY FACTOR	0.90			1.06			0.88						1.28			0.97		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	36997	85		28521	43		23716	34					22676	7		31575	169	
	HIGH SALARY	53700			37600			31317						26300			53700		
	LOW SALARY	23160			20880			18960						18849			18849		
	FAC MIX PCT	0.50			0.25			0.20						0.04			1.00		
	SALARY FACTOR	0.95			0.98			0.98						1.24			1.00		
REGION #4	AVERAGE SALARY	35176	7		34152	1		25664	3					21286	2		30765	13	
	HIGH SALARY	40227			34152			27868						21634			40227		
	LOW SALARY	30175			34152			22422						20939			20939		
	FAC MIX PCT	0.54			0.08			0.23						0.15			1.00		
	SALARY FACTOR	0.90			1.17			1.06						1.16			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ENVIRONMENTAL DESIGN, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41152	95	14	29683	88	12	24746	64	12	25428	6	4	20020	11	5	32269	258	14
	HIGH SALARY	58066			44600			33837			27500			25550			58066		
	LOW SALARY	27000			20070			18878			24000			15480			15480		
	FAC MIX PCT	0.37			0.34			0.25			0.02			0.04			1.00		
	SALARY FACTOR	1.05			1.02			1.02			1.07			1.08			1.02		
REGION #1	AVERAGE SALARY	35000	1		30991	4		23668	3								28746	8	
	HIGH SALARY	35000			33962			26324									35000		
	LOW SALARY	35000			27993			22000									22000		
	FAC MIX PCT	0.13			0.50			0.38									1.00		
	SALARY FACTOR	0.90			1.06			0.98									0.91		
REGION #2	AVERAGE SALARY	36065	17		29675	31		23771	18		24000	1		24525	2		29558	68	
	HIGH SALARY	45020			34439			28100			24000			24570			45020		
	LOW SALARY	32310			24301			18878			24000			24480			18878		
	FAC MIX PCT	0.25			0.46			0.26			0.01			0.03			1.00		
	SALARY FACTOR	0.92			1.02			0.98			1.01			1.34			0.94		
REGION #3	AVERAGE SALARY	45190	47		31008	19		25693	27		27500	2		17045	4		35824	97	
	HIGH SALARY	58066			44600			33837			27500			17721			58066		
	LOW SALARY	30012			25860			20196			27500			15660			15660		
	FAC MIX PCT	0.48			0.20			0.28			0.02			0.04			1.00		
	SALARY FACTOR	1.16			1.06			1.06			1.16			0.93			1.13		
REGION #4	AVERAGE SALARY	37913	30		28795	34		24447	16		24523	3		20598	5		30712	85	
	HIGH SALARY	49900			37800			28100			24570			25550			49900		
	LOW SALARY	27000			20070			21100			24500			15480			15480		
	FAC MIX PCT	0.35			0.40			0.19			0.04			0.06			1.00		
	SALARY FACTOR	0.87			0.99			1.01			1.03			1.13			0.97		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ARCHITECTURE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37095	274	36	29783	298	36	23468	203	35	22860	24	13	20403	15	8	30518	790	36
	HIGH SALARY	58600			48533			37495			32000			[illegible]			58600		
	LOW SALARY	24000			22410			14000			16000			13663			13663		
	FAC MIX PCT	0.35			0.38			0.26			0.03			0.02			1.00		
	SALARY FACTOR	0.95			1.02			0.97			0.96			1.11			0.97		
REGION #1	AVERAGE SALARY	34722	49		27761	49		24085	32		24000	4		22161	1		29423	131	
	HIGH SALARY	50198			32901			28430			28000			22161			50198		
	LOW SALARY	25000			22422			18954			20000			22161			18954		
	FAC MIX PCT	0.37			0.37			0.24			0.03			0.01			1.00		
	SALARY FACTOR	0.89			[illegible]			0.99			1.01			1.21			0.93		
REGION #2	AVERAGE SALARY	36744	63		31156	64		23896	42		23333	5		19013	7		30940	176	
	HIGH SALARY	51090			48533			37495			32000			22000			51090		
	LOW SALARY	27180			23480			14000			22667			13663			13663		
	FAC MIX PCT	0.36			0.36			0.24			0.03			0.04			1.00		
	SALARY FACTOR	0.94			1.07			0.98			1.07			1.04			0.98		
REGION #3	AVERAGE SALARY	40343	60		30663	55		23383	56		21385	9		20267	3		31478	174	
	HIGH SALARY	58600			38520			29600			24000			22600			58600		
	LOW SALARY	30125			23377			18181			16000			18000			16000		
	FAC MIX PCT	0.34			0.32			0.32			0.05			0.02			1.00		
	SALARY FACTOR	1.03			[illegible]			0.96			0.90			1.11			1.00		
REGION #4	AVERAGE SALARY	36543	102		29497	130		23017	73		22250	6		[illegible]	4		30201	309	
	HIGH SALARY	49900			44346			28788			24500			[illegible]			49900		
	LOW SALARY	24000			22410			17000			18500			19937			17000		
	FAC MIX PCT	0.33			0.42			0.24			0.02			0.01			1.00		
	SALARY FACTOR	0.94			1.01			0.95			0.94			1.23			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: INTERIOR DESIGN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35398	5	4	25864	10	5	20926	14	6	23000	1	1	17758	2	2	24648	31	6
	HIGH SALARY	50000			28779			25223			23000			18470			50000		
	LOW SALARY	30060			21429			16083			23000			17046			16083		
	FAC MIX PCT	0.16			0.32			0.45			0.03			0.06			1.00		
	SALARY FACTOR	0.91			0.89			0.86			0.97			0.97			0.78		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	30848	1					21548	3								23873	4	
	HIGH SALARY	30848						25223									30848		
	LOW SALARY	30848						19350									19350		
	FAC MIX PCT	0.25						0.75									1.00		
	SALARY FACTOR	0.79						0.89									0.76		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	36536	4		25864	10		20756	11		23000	1		17758	2		24763	27	
	HIGH SALARY	50000			28779			23000			23000			18470			50000		
	LOW SALARY	30060			21429			16083			23000			17046			16083		
	FAC MIX PCT	0.15			0.37			0.41			0.04			0.07			1.00		
	SALARY FACTOR	0.94			0.89			0.86			0.97			0.97			0.78		

FACULTY SALARY SURVEY

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: LANDSCAPE ARCHITECTURE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35396	35	14	27925	33	14	23604	42	12	20690	3	3	21127	3	2	28632	116	16
	HIGH SALARY	52228			34800			29040			23000			23590			52228		
	LOW SALARY	23806			21983			19000			19000			19290			19000		
	FAC MIX PCT	0.33			0.26			0.36			0.03			0.03			1.00		
	SALARY FACTOR	0.91			0.96			0.97			0.87			1.15			0.91		
REGION #1	AVERAGE SALARY	32162	6		25620	7		21663	7		19000	1					26197	20	
	HIGH SALARY	34750			27946			25943			19000						34750		
	LOW SALARY	29211			22911			19000			19000						19000		
	FAC MIX PCT	0.30			0.35			0.35			0.05						1.00		
	SALARY FACTOR	0.82			0.88			0.89			0.80						0.83		
REGION #2	AVERAGE SALARY	34467	15		26706	9		23343	8								29503	32	
	HIGH SALARY	45360			31697			28350									45360		
	LOW SALARY	23806			21983			19180									19180		
	FAC MIX PCT	0.47			0.28			0.25									1.00		
	SALARY FACTOR	0.88			0.92			0.96									0.93		
REGION #3	AVERAGE SALARY	44217	5		32725	4		25058	12								31080	21	
	HIGH SALARY	52228			34800			29040									52228		
	LOW SALARY	36800			28800			21300									21300		
	FAC MIX PCT	0.24			0.19			0.57									1.00		
	SALARY FACTOR	1.13			1.12			1.03									0.98		
REGION #4	AVERAGE SALARY	34499	12		28534	13		23486	15		21535	2		21127	3		27921	43	
	HIGH SALARY	39076			33650			28024			23000			23590			39976		
	LOW SALARY	27141			24118			20070			20070			19290			19290		
	FAC MIX PCT	0.28			0.30			0.35			0.05			0.07			1.00		
	SALARY FACTOR	0.88			0.98			0.97			0.91			1.15			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: CITY, COMMUNITY & REGIONAL PLANNING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37919	54	16	30625	55	18	25068	36	15	22000	1	1	20350	2	2	31803	147	19
	HIGH SALARY	60000			38978			31800			22000			20624			60000		
	LOW SALARY	27891			21600			19500			22000			20075			19500		
	FAC MIX PCT	0.37			0.37			0.24			0.01			0.01			1.00		
	SALARY FACTOR	0.97			1.05			1.03			0.93			1.11			1.01		
REGION #1	AVERAGE SALARY	37427	6		28164	7		23082	4					20075	1		29673	18	
	HIGH SALARY	43018			32563			24907						20075			43018		
	LOW SALARY	34254			23308			21800						20075			20075		
	FAC MIX PCT	0.33			0.39			0.22						0.06			1.00		
	SALARY FACTOR	0.96			0.97			0.95						1.10			0.94		
REGION #2	AVERAGE SALARY	36260	25		30188	22		24974	14								31479	61	
	HIGH SALARY	45000			36630			28597									45000		
	LOW SALARY	27891			23828			19500									19500		
	FAC MIX PCT	0.41			0.36			0.23									1.00		
	SALARY FACTOR	0.93			1.04			1.03									1.00		
REGION #3	AVERAGE SALARY	42961	10		34150	12		26546	10		22000	1		20624	1		34106	33	
	HIGH SALARY	52228			38978			31800			22000			20624			52228		
	LOW SALARY	34112			28855			22000			22000			20624			20624		
	FAC MIX PCT	0.30			0.36			0.30			0.03			0.03			1.00		
	SALARY FACTOR	1.10			1.17			1.09			0.93			1.13			1.08		
REGION #4	AVERAGE SALARY	37457	13		29522	14		24378	8								31293	35	
	HIGH SALARY	60000			36060			29602									60000		
	LOW SALARY	30000			21600			22185									21600		
	FAC MIX PCT	0.37			0.40			0.23									1.00		
	SALARY FACTOR	0.96			1.01			1.00									0.99		

FACULTY SALARY SURVEY

DISCIPLINE: ARCH & EVIRON DESIGN
MAJOR FIELD: ENVIRON DESIGN, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35534	13	2	29053	19	3	24365	16	3	26500	1	1	20673	1	1	29070	49	3
	HIGH SALARY	47532			38455			28116			26500			20673			47532		
	LOW SALARY	29795			22574			21349			26500			20673			20673		
	FAC MIX PCT	0.27			0.39			0.33			0.02			0.02			1.00		
	SALARY FACTOR	0.91			1.00			1.00			1.12			1.13			0.92		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	37735	7		30327	12		28890	9								30109	28	
	HIGH SALARY	47532			38455			26000									47532		
	LOW SALARY	30384			25630			21349									21349		
	FAC MIX PCT	0.25			0.43			0.32									1.00		
	SALARY FACTOR	0.97			1.04			0.98									0.95		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	32966	6		26869	7		24976	7		26500	1		20673	1		27685	21	
	HIGH SALARY	36060			33430			28116			26500			20673			36060		
	LOW SALARY	29795			22574			21429			26500			20673			20673		
	FAC MIX PCT	0.29			0.33			0.33			0.05			0.05			1.00		
	SALARY FACTOR	0.84			0.92			1.03			1.12			1.13			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: AREA STUDIES
MAJOR FIELD: ASIAN STUDIES, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39949	15	4	26150	16	3	20523	9	3				22500	2	1	29698	42	4
	HIGH SALARY	54000			29882			23283						30000			54000		
	LOW SALARY	30276			21146			16000						15000			15000		
	FAC MIX PCT	0.36			0.38			0.21						0.05			1.00		
	SALARY FACTOR	1.02			0.90			0.85						1.23			0.94		
REGION #1	AVERAGE SALARY	37452	9		26449	8		21838	4								30286	21	
	HIGH SALARY	50238			29882			23283									50238		
	LOW SALARY	30276			24164			19855									19855		
	FAC MIX PCT	0.43			0.38			0.19									1.00		
	SALARY FACTOR	0.96			0.91			0.90									0.96		
REGION #2	AVERAGE SALARY	44720	1		26203	3		19089	4					22500	2		24468	10	
	HIGH SALARY	44720			27173			21862						30000			44720		
	LOW SALARY	44720			21146			16000						15000			15000		
	FAC MIX PCT	0.10			0.30			0.40						0.20			1.00		
	SALARY FACTOR	1.15			0.90			0.79						1.23			0.77		
REGION #3	AVERAGE SALARY	43488	5		25639	5		21000	1								33330	11	
	HIGH SALARY	54000			27600			21000									54000		
	LOW SALARY	35620			24100			21000									21000		
	FAC MIX PCT	0.45			0.45			0.09									1.00		
	SALARY FACTOR	1.11			0.88			0.87									1.06		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: AREA STUDIES
MAJOR FIELD: RUSSIAN AND SLAVIC STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36683	8	2	26458	2	2	21079	3	1							31508	13	2
	HIGH SALARY	69899			34700			21391									69899		
	LOW SALARY	26207			22800			20000									20000		
	FAC MIX PCT	0.62			0.15			0.23									1.00		
	SALARY FACTOR	0.94			0.91			0.87									1.00		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	36683	8		26458	2		21079	3								31508	13	
	HIGH SALARY	69899			34700			21391									69899		
	LOW SALARY	26207			22800			20000									20000		
	FAC MIX PCT	0.62			0.15			0.23									1.00		
	SALARY FACTOR	0.94			0.91			0.87									1.00		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: AREA STUDIES
MAJOR FIELD: LATIN AMERICAN STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36668	4	3	28015	4	2	22293	2	2							30331	10	4
	HIGH SALARY	40910			33500			22400									40910		
	LOW SALARY	31712			22500			22185									22185		
	FAC MIX PCT	0.40			0.40			0.20									1.00		
	SALARY FACTOR	0.94			0.96			0.92									0.96		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	31712	1		29288	3		22400	1								28395	5	
	HIGH SALARY	31712			33500			22400									33500		
	LOW SALARY	31712			22500			22400									22400		
	FAC MIX PCT	0.20			0.60			0.20									1.00		
	SALARY FACTOR	0.81			1.01			0.92									0.90		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	38319	3		24196	1		22185	1								32268	5	
	HIGH SALARY	40910			24196			22185									40910		
	LOW SALARY	36060			24196			22185									22185		
	FAC MIX PCT	0.60			0.20			0.20									1.00		
	SALARY FACTOR	0.98			0.83			0.91									1.02		

FACULTY SALARY SURVEY

DISCIPLINE: AREA STUDIES
MAJOR FIELD: MIDDLE EASTERN STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	29822	4	2	26333	5	2	19176	1	1				14614	1	1	25886	11	2
	HIGH SALARY	33508			29892			19176						14614			33508		
	LOW SALARY	27966			23826			19176						14614			14614		
	FAC MIX PCT	0.36			0.45			0.09						0.09			1.00		
	SALARY FACTOR	0.76			0.90			0.79						0.80			0.82		
REGION #1	AVERAGE SALARY	31653	2		25443	4		19176	1								26322	7	
	HIGH SALARY	33508			27652			19176									33508		
	LOW SALARY	29797			23826			19176									19176		
	FAC MIX PCT	0.29			0.57			0.14									1.00		
	SALARY FACTOR	0.81			0.87			0.79									0.83		
REGION #2	AVERAGE SALARY	27991	2		29892	1								14614	1		25122	4	
	HIGH SALARY	28016			29892									14614			29892		
	LOW SALARY	27966			29892									14614			14614		
	FAC MIX PCT	0.50			0.25									0.25			1.00		
	SALARY FACTOR	0.72			1.03									0.80			0.80		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AMERICAN STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34447	12	5	28364	13	6	21211	15	6				13932	2	1	26860	42	7
	HIGH SALARY	40224			33152			25000						13932			40224		
	LOW SALARY	30060			25400			17443						13932			13932		
	FAC MIX PCT	0.29			0.31			0.36						0.05			1.00		
	SALARY FACTOR	0.88			0.97			0.87						0.76			0.85		
REGION #1	AVERAGE SALARY	35588	7		28448	6		22297	7					13932	2		27443	22	
	HIGH SALARY	40224			30000			25000						13932			40224		
	LOW SALARY	31908			26208			19956						13932			13932		
	FAC MIX PCT	0.32			0.27			0.32						0.09			1.00		
	SALARY FACTOR	0.91			0.98			0.92						0.76			0.87		
REGION #2	AVERAGE SALARY	32890	4		29338	4		20866	6								26722	14	
	HIGH SALARY	36000			33152			22800									36000		
	LOW SALARY	30060			25880			18000									18000		
	FAC MIX PCT	0.29			0.29			0.43									1.00		
	SALARY FACTOR	0.84			1.01			0.86									0.85		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	32686	1		26897	3		18446	2								25044	6	
	HIGH SALARY	32686			28440			19449									32686		
	LOW SALARY	32686			25400			17443									17443		
	FAC MIX PCT	0.17			0.50			0.33									1.00		
	SALARY FACTOR	0.84			0.92			0.76									0.79		

FACULTY SALARY SURVEY

DISCIPLINE: AREA STUDIES
MAJOR FIELD: AREA STUDIES, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34597	10	3	28134	8	2	23550	9	2				22320	1	1	28761	28	3
	HIGH SALARY	46076			41500			27840						22320			46076		
	LOW SALARY	25474			23661			18181						22320			18181		
	FAC MIX PCT	0.36			0.29			0.32						0.04			1.00		
	SALARY FACTOR	0.89			0.97			0.97						1.22			0.91		
REGION #1	AVERAGE SALARY	36451	1														36451	1	
	HIGH SALARY	36451															36451		
	LOW SALARY	36451															36451		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	0.93															1.15		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	34391	9		28134	8		23550	9					22320	1		28476	27	
	HIGH SALARY	46076			41500			27840						22320			46076		
	LOW SALARY	25474			23661			18181						22320			18181		
	FAC MIX PCT	0.33			0.30			0.33						0.04			1.00		
	SALARY FACTOR	0.88			0.97			0.97						1.22			0.95		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOLOGICAL SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39862	41	3	28178	57	2	22371	30	2							30559	128	3
	HIGH SALARY	67000			39560			26500									67000		
	LOW SALARY	30273			23073			14319									14319		
	FAC MIX PCT	0.32			0.45			0.23									1.00		
	SALARY FACTOR	1.02			0.97			0.92									0.97		
REGION #1	AVERAGE SALARY	38490	5		28531	6		25224	1								32405	12	
	HIGH SALARY	43749			31880			25224									43749		
	LOW SALARY	33704			24654			25224									24654		
	FAC MIX PCT	0.42			0.50			0.08									1.00		
	SALARY FACTOR	0.99			0.98			1.04									1.03		
REGION #2	AVERAGE SALARY	48246	1														48246	1	
	HIGH SALARY	48246															48246		
	LOW SALARY	48246															48246		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	1.24															1.53		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	39819	35		28136	51		22273	29								30213	115	
	HIGH SALARY	67000			39560			26500									67000		
	LOW SALARY	30273			23073			14319									14319		
	FAC MIX PCT	0.30			0.44			0.25									1.00		
	SALARY FACTOR	1.02			0.97			0.92									0.96		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOLOGY, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38433	548	47	28485	395	44	22851	238	43	22289	25	18	17222	24	9	31672	1205	48
	HIGH SALARY	72500			45864			40000			29043			22238			72500		
	LOW SALARY	20101			18757			12355			19400			11080			11080		
	FAC MIX PCT	0.45			0.33			0.20			0.02			0.02			1.00		
	SALARY FACTOR	0.98			0.98			0.94			0.94			0.94			1.00		
REGION #1	AVERAGE SALARY	35428	145		26288	79		21657	27		20833	3		19906	5		30852	256	
	HIGH SALARY	54820			34629			24500			21500			22188			54820		
	LOW SALARY	22750			18757			18033			20500			12856			12856		
	FAC MIX PCT	0.57			0.31			0.11			0.01			0.02			1.00		
	SALARY FACTOR	0.91			0.90			0.89			0.88			1.09			0.98		
REGION #2	AVERAGE SALARY	35625	122		27574	75		22659	66		21500	4		17601	2		29981	265	
	HIGH SALARY	55782			38330			30700			23000			21713			55782		
	LOW SALARY	20101			18861			12355			21000			13489			12355		
	FAC MIX PCT	0.46			0.28			0.25			0.02			0.01			1.00		
	SALARY FACTOR	0.91			0.95			0.93			0.91			0.96			0.95		
REGION #3	AVERAGE SALARY	42697	176		30057	122		24242	74		22758	10		16212	11		34344	383	
	HIGH SALARY	72500			45784			40000			29043			22000			72500		
	LOW SALARY	27188			20282			17816			20808			11080			11080		
	FAC MIX PCT	0.46			0.32			0.19			0.03			0.03			1.00		
	SALARY FACTOR	1.09			1.03			1.00			0.96			0.89			1.09		
REGION #4	AVERAGE SALARY	38699	105		28907	119		22034	71		22675	8		16711	6		30458	301	
	HIGH SALARY	67000			45864			27965			26000			22238			67000		
	LOW SALARY	23838			21324			14319			19400			13200			13200		
	FAC MIX PCT	0.35			0.40			0.24			0.03			0.02			1.00		
	SALARY FACTOR	0.99			0.99			0.91			0.96			0.91			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BOTANY, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36525	246	31	27325	134	28	22453	114	30	22397	10	8	18659	13	8	30471	507	31
	HIGH SALARY	61900			41723			28848			28000			24072			61900		
	LOW SALARY	24453			17428			16000			16000			13341			13341		
	FAC MIX PCT	0.49			0.26			0.22			0.02			0.03			1.00		
	SALARY FACTOR	0.94			0.94			0.93			0.94			1.02			0.97		
REGION #1	AVERAGE SALARY	34802	43		27094	15		22181	13		20000	1		21807	3		30495	74	
	HIGH SALARY	47159			33981			28848			20000			24072			47159		
	LOW SALARY	27660			20926			18325			20000			18400			18325		
	FAC MIX PCT	0.58			0.20			0.18			0.01			0.04			1.00		
	SALARY FACTOR	0.88			0.93			0.91			0.84			1.19			0.97		
REGION #2	AVERAGE SALARY	37290	60		27879	26		21821	42		19000	2		19646	4		29979	132	
	HIGH SALARY	61900			33532			28153			22000			20849			61900		
	LOW SALARY	26097			23296			16000			16000			17805			16000		
	FAC MIX PCT	0.45			0.20			0.32			0.02			0.03			1.00		
	SALARY FACTOR	0.96			0.96			0.80			0.80			1.07			0.95		
REGION #3	AVERAGE SALARY	36953	94		27782	45		23595	30		25500	2		20000	1		32068	170	
	HIGH SALARY	56380			41723			28000			28000			20000			56380		
	LOW SALARY	24453			22431			18400			23000			20000			18400		
	FAC MIX PCT	0.55			0.26			0.18			0.01			0.01			1.00		
	SALARY FACTOR	0.95			0.95			0.97			1.08			1.09			1.02		
REGION #4	AVERAGE SALARY	36281	49		26668	48		22307	29		22994	5		15711	5		28880	131	
	HIGH SALARY	55642			37572			25822			25822			18168			55642		
	LOW SALARY	27845			17428			19620			20500			13341			13341		
	FAC MIX PCT	0.37			0.37			0.22			0.04			0.04			1.00		
	SALARY FACTOR	0.93			0.92			0.92			0.97			0.86			0.91		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BACTERIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37090	18	4	29035	18	5	25303	9	4				20799	1	1	31277	46	5
	HIGH SALARY	52201			39690			38045						20799			52201		
	LOW SALARY	27522			23268			20000						20799			20000		
	FAC MIX PCT	0.39			0.39			0.20						0.02			1.00		
	SALARY FACTOR	0.95			1.00			1.04						1.14			0.99		
REGION #1	AVERAGE SALARY	34709	12		26884	8		22806	5								29824	25	
	HIGH SALARY	41418			28989			27000									41418		
	LOW SALARY	27522			23268			20000									20000		
	FAC MIX PCT	0.48			0.32			0.20									1.00		
	SALARY FACTOR	0.89			0.92			0.94									0.94		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	41851	6		30757	10		28426	4					20799	1		33008	21	
	HIGH SALARY	52201			39690			38045						20799			52201		
	LOW SALARY	36083			25282			24136						20799			20799		
	FAC MIX PCT	0.29			0.48			0.19						0.05			1.00		
	SALARY FACTOR	1.07			1.06			1.17						1.14			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: PLANT PATHOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34970	136	19	27523	62	19	23454	54	16	23888	3	3	14760	1	1	30607	253	20
	HIGH SALARY	49180			35101			27602			24170			14760			49180		
	LOW SALARY	24525			20925			19636			23728			14760			14760		
	FAC MIX PCT	0.54			0.25			0.21			0.01						1.00		
	SALARY FACTOR	0.90			0.94			0.97			1.01			0.81			0.97		
REGION #1	AVERAGE SALARY	36236	20		26580	7		23872	4								32459	31	
	HIGH SALARY	45585			30710			24928									45585		
	LOW SALARY	30996			23956			22907									22907		
	FAC MIX PCT	0.65			0.23			0.13									1.00		
	SALARY FACTOR	0.93			0.91			0.88									1.03		
REGION #2	AVERAGE SALARY	32498	32		26603	15		22324	18		24170	1		14760	1		28114	66	
	HIGH SALARY	48310			33300			25363			24170			14760			48310		
	LOW SALARY	24525			20925			19636			24170			14760			14760		
	FAC MIX PCT	0.48			0.23			0.27			0.02			0.02			1.00		
	SALARY FACTOR	0.83			0.91			0.92			1.03			0.81			0.89		
REGION #3	AVERAGE SALARY	37746	12		26411	8		24259	6		23728	1					31146	26	
	HIGH SALARY	48595			30273			27001			23728						48595		
	LOW SALARY	29455			23931			22990			23728						22990		
	FAC MIX PCT	0.46			0.31			0.23			0.04						1.00		
	SALARY FACTOR	0.97			0.91			1.00			1.00						0.99		
REGION #4	AVERAGE SALARY	35255	72		28438	32		23986	26		23770	1					31323	130	
	HIGH SALARY	49180			35101			27602			23770						49180		
	LOW SALARY	27104			23915			19637			23770						19637		
	FAC MIX PCT	0.55			0.25			0.20			0.01						1.00		
	SALARY FACTOR	0.90			0.98			0.99			1.00						0.99		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: PLANT PHYSIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35658	22	3	26898	7	3	21133	6	3							31415	35	9
	HIGH SALARY	46950			29986			22812									46950		
	LOW SALARY	30243			22891			19158									19158		
	FAC MIX PCT	0.63			0.20			0.17									1.00		
	SALARY FACTOR	0.91			0.92			0.87									0.98		
REGION #1	AVERAGE SALARY	36276	16		25472	3		21087	5								31763	24	
	HIGH SALARY	46950			28680			22812									46950		
	LOW SALARY	30243			22891			19158									19158		
	FAC MIX PCT	0.67			0.13			0.21									1.00		
	SALARY FACTOR	0.93			0.87			0.97									1.01		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	34009	6		27966	4		21314	1								30057	11	
	HIGH SALARY	39619			29986			21314									39619		
	LOW SALARY	30998			26944			21314									21314		
	FAC MIX PCT	0.55			0.36			0.09									1.00		
	SALARY FACTOR	0.87			0.96			0.88									0.97		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: ZOOLOGY, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36569	262	27	27494	186	27	22782	112	27	20872	9	6	18473	9	6	30591	571	28
	HIGH SALARY	57000			37801			28761			24500			25100			57000		
	LOW SALARY	21465			18757			14319			18000			12000			12000		
	FAC MIX PCT	0.46			0.33			0.20			0.02			0.02			1.00		
	SALARY FACTOR	0.94			0.94			0.94			0.88			1.01			0.87		
REGION #1	AVERAGE SALARY	36171	46		26586	35		20788	22		18000	1		16185	1		29499	104	
	HIGH SALARY	55603			31500			25000			18000			16185			55603		
	LOW SALARY	26250			18757			15200			18000			16185			15200		
	FAC MIX PCT	0.44			0.34			0.21			0.01			0.01			1.00		
	SALARY FACTOR	0.93			0.91			0.86			0.76			0.88			0.83		
REGION #2	AVERAGE SALARY	38074	74		27947	60		23616	30					16493	3		31450	167	
	HIGH SALARY	57000			37801			27000						18956			57000		
	LOW SALARY	23625			20351			14319						14681			14319		
	FAC MIX PCT	0.44			0.36			0.18						0.02			1.00		
	SALARY FACTOR	0.96			0.88			0.97						0.90			1.00		
REGION #3	AVERAGE SALARY	36613	86		27468	53		22242	26		21033	3		19833	3		31205	168	
	HIGH SALARY	53833			34920			27380			22000			25100			53833		
	LOW SALARY	22932			22010			18445			19900			12000			12000		
	FAC MIX PCT	0.51			0.32			0.15			0.02			0.02			1.00		
	SALARY FACTOR	0.94			0.94			0.92			0.89			1.08			0.98		
REGION #4	AVERAGE SALARY	34836	96		27642	40		23790	34		21530	5		20546	2		29584	132	
	HIGH SALARY	52820			34323			29761			24500			23722			52820		
	LOW SALARY	21465			19161			20662			19000			17370			17370		
	FAC MIX PCT	0.42			0.30			0.26			0.04			0.02			1.00		
	SALARY FACTOR	0.89			0.95			0.98			0.91			1.12			0.94		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: PATHOLOGY, HUMAN AND ANIMAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44646	39	9	36540	35	7	30768	41	7	45000	1	1	24614	6	4	37746	141	11
	HIGH SALARY	66000			50313			44996			45000			28636			66000		
	LOW SALARY	17376			24636			18480			45000			15135			15135		
	FAC MIX PCT	0.42			0.25			0.28			0.01			0.04			1.00		
	SALARY FACTOR	1.14			1.25			1.27			1.90			1.34			1.20		
REGION #1	AVERAGE SALARY	51634	8		31598	6		29672	7					25485	2		37449	23	
	HIGH SALARY	63282			44504			34554						26818			63282		
	LOW SALARY	36944			24636			20471						24153			20471		
	FAC MIX PCT	0.35			0.26			0.30						0.09			1.00		
	SALARY FACTOR	1.32			1.08			1.22						1.39			1.19		
REGION #2	AVERAGE SALARY	43912	24		37469	22		34567	18		45000	1		15135	1		38700	65	
	HIGH SALARY	63812			50313			44996			45000			15135			63812		
	LOW SALARY	22089			25800			25950			45000			15135			15135		
	FAC MIX PCT	0.37			0.34			0.28			0.02			0.02			1.00		
	SALARY FACTOR	1.12			1.29			1.42			1.90			0.83			1.23		
REGION #3	AVERAGE SALARY	43116	25		37859	7		26974	16					27193	3		36393	51	
	HIGH SALARY	66000			43294			35200						28636			66000		
	LOW SALARY	17376			35146			18480						25650			17376		
	FAC MIX PCT	0.49			0.14			0.31						0.06			1.00		
	SALARY FACTOR	1.10			1.30			1.11						1.49			1.15		
REGION #4	AVERAGE SALARY	44684	2														44684	2	
	HIGH SALARY	45768															45768		
	LOW SALARY	43600															43600		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	1.14															1.42		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: PHARMACOLOGY, HUMAN AND ANIMAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43316	48	8	32881	23	8	27025	26	8	22500	1	1	28636	1	1	36395	98	9
	HIGH SALARY	67568			43845			35100			22500			28636			67568		
	LOW SALARY	29749			26182			17082			22500			28636			17082		
	FAC MIX PCT	0.49			0.23			0.27			0.01			0.01			1.00		
	SALARY FACTOR	1.11			1.13			1.11			0.95			1.56			1.15		
REGION #1	AVERAGE SALARY	40499	4		34867	5		26457	4								34012	13	
	HIGH SALARY	43423			43845			30026									43845		
	LOW SALARY	36232			30283			20900									20900		
	FAC MIX PCT	0.31			0.38			0.31									1.00		
	SALARY FACTOR	1.04			1.20			1.09									1.08		
REGION #2	AVERAGE SALARY	41821	20		32619	9		29666	7								37156	36	
	HIGH SALARY	59721			42766			33962									59721		
	LOW SALARY	29749			27500			19225									19225		
	FAC MIX PCT	0.56			0.25			0.19									1.00		
	SALARY FACTOR	1.07			1.12			1.22									1.18		
REGION #3	AVERAGE SALARY	45912	14		32116	4		24131	8		22500	1		28636	1		36774	27	
	HIGH SALARY	59296			35830			27819			22500			28636			59296		
	LOW SALARY	37011			29486			17082			22500			28636			17082		
	FAC MIX PCT	0.52			0.15			0.30			0.04			0.04			1.00		
	SALARY FACTOR	1.18			1.10			0.99			0.95			1.56			1.16		
REGION #4	AVERAGE SALARY	43799	10		31979	5		28016	7								36091	22	
	HIGH SALARY	67568			36819			35100									67568		
	LOW SALARY	34067			26182			25773									25773		
	FAC MIX PCT	0.45			0.23			0.32									1.00		
	SALARY FACTOR	1.12			1.10			1.15									1.14		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: PHYSIOLOGY, HUMAN AND ANIMAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42035	73	11	31399	52	12	26271	24	8	22860	1	1	17981	2	2	35547	151	12
	HIGH SALARY	72040			39613			29900			22860			19600			72040		
	LOW SALARY	29364			21646			22000			22860			16362			16362		
	FAC MIX PCT	0.48			0.34			0.16			0.01			0.01			1.00		
	SALARY FACTOR	1.08			1.08			1.08			0.96			0.98			1.13		
REGION #1	AVERAGE SALARY	37692	13		29264	8		25781	3								33394	24	
	HIGH SALARY	47241			39415			26090									47241		
	LOW SALARY	29364			26082			25254									25254		
	FAC MIX PCT	0.54			0.33			0.13									1.00		
	SALARY FACTOR	0.97			1.00			1.06									1.06		
REGION #2	AVERAGE SALARY	40655	13		29421	11		27833	3					16362	1		34000	28	
	HIGH SALARY	57267			34100			29900						16362			57267		
	LOW SALARY	31340			21646			26200						16362			16362		
	FAC MIX PCT	0.46			0.39			0.11						0.04			1.00		
	SALARY FACTOR	1.04			1.01			1.15						0.89			1.08		
REGION #3	AVERAGE SALARY	42965	38		32273	20		26292	10					19600	1		37110	69	
	HIGH SALARY	66783			39613			29415						19600			66783		
	LOW SALARY	32944			23394			22000						19600			19600		
	FAC MIX PCT	0.55			0.29			0.14						0.01			1.00		
	SALARY FACTOR	1.10			1.11			1.08						1.07			1.18		
REGION #4	AVERAGE SALARY	46376	9		33043	13		25841	8		22860	1					35122	30	
	HIGH SALARY	72040			39254			28800			22860						72040		
	LOW SALARY	38488			24750			22860			22860						22860		
	FAC MIX PCT	0.30			0.43			0.27			0.03						1.00		
	SALARY FACTOR	1.19			1.13			1.07			0.96						1.11		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: MICROBIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40114	177	33	29563	96	32	24524	80	31	22468	9	7	19237	12	9	33235	365	34
	HIGH SALARY	70000			39960			35509			27000			29500			70000		
	LOW SALARY	26360			21352			18000			18409			13795			13795		
	FAC MIX PCT	0.48			0.26			0.22			0.02			0.03			1.00		
	SALARY FACTOR	1.03			1.01			1.01			0.95			1.05			1.05		
REGION #1	AVERAGE SALARY	38442	32		28755	16		23587	14		21000	2		17453	1		32347	63	
	HIGH SALARY	58147			37100			30340			21000			17453			58147		
	LOW SALARY	26360			21600			19086			21000			17453			17453		
	FAC MIX PCT	0.51			0.25			0.22			0.03			0.02			1.00		
	SALARY FACTOR	0.98			0.99			0.97			0.89			0.95			1.02		
REGION #2	AVERAGE SALARY	40637	58		31041	37		24560	30		22705	2		16214	4		33368	129	
	HIGH SALARY	70000			39400			31275			27000			19302			70000		
	LOW SALARY	26588			21795			18000			18409			13795			13795		
	FAC MIX PCT	0.45			0.29			0.23			0.02			0.03			1.00		
	SALARY FACTOR	1.04			1.07			1.01			0.96			0.89			1.06		
REGION #3	AVERAGE SALARY	42027	46		29515	22		24360	21		21150	2		25400	3		34460	92	
	HIGH SALARY	64620			39960			30840			22300			29500			64620		
	LOW SALARY	29277			25126			18920			20000			19450			18920		
	FAC MIX PCT	0.50			0.24			0.23			0.02			0.03			1.00		
	SALARY FACTOR	1.08			1.01			1.00			0.89			1.39			1.09		
REGION #4	AVERAGE SALARY	38533	41		27624	21		25557	15		24168	3		18083	4		32291	81	
	HIGH SALARY	51237			34855			35509			25000			21608			51237		
	LOW SALARY	29288			21352			21516			22505			15275			15275		
	FAC MIX PCT	0.51			0.26			0.19			0.04			0.05			1.00		
	SALARY FACTOR	0.99			0.95			1.05			1.02			0.99			1.02		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: CELL BIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39717	7	2	26354	8	3	25287	2	2							31731	17	3
	HIGH SALARY	59969			30796			28500									59969		
	LOW SALARY	32246			18600			22073									18600		
	FAC MIX PCT	0.41			0.47			0.12									1.00		
	SALARY FACTOR	1.02			0.90			1.04									1.01		
REGION #1	AVERAGE SALARY	40682	5		28078	4		28500	1								34422	10	
	HIGH SALARY	59969			30796			28500									59969		
	LOW SALARY	32246			25846			28500									25846		
	FAC MIX PCT	0.50			0.40			0.10									1.00		
	SALARY FACTOR	1.04			0.96			1.17									1.08		
REGION #2	AVERAGE SALARY	37306	2		26640	3		22073	1								29434	6	
	HIGH SALARY	39511			30330			22073									39511		
	LOW SALARY	35100			24705			22073									22073		
	FAC MIX PCT	0.33			0.50			0.17									1.00		
	SALARY FACTOR	0.96			0.91			0.91									0.93		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY				18600	1											18600	1	
	HIGH SALARY				18600												18600		
	LOW SALARY				18600												18600		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.64												0.59		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOCHEMISTRY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39909	239	29	29470	96	26	24243	70	24	25118	5	4	17182	8	5	34386	413	29
	HIGH SALARY	73728			41885			30412			27999			25361			73728		
	LOW SALARY	19200			13500			12435			24000			14720			12435		
	FAC MIX PCT	0.58			0.23			0.17			0.01			0.02			1.00		
	SALARY FACTOR	1.02			1.01			1.00			1.06			0.84			1.09		
REGION #1	AVERAGE SALARY	38318	34		29778	12		26275	5								35128	51	
	HIGH SALARY	67000			35982			27619									67000		
	LOW SALARY	28318			24352			24771									24352		
	FAC MIX PCT	0.67			0.24			0.10									1.00		
	SALARY FACTOR	0.98			1.02			1.06									1.11		
REGION #2	AVERAGE SALARY	36401	55		27763	30		22563	22					18180	5		30555	112	
	HIGH SALARY	73728			32760			36520						25361			73728		
	LOW SALARY	26820			13500			12435						15210			12435		
	FAC MIX PCT	0.49			0.27			0.20						0.04			1.00		
	SALARY FACTOR	0.93			0.95			0.93						0.99			0.97		
REGION #3	AVERAGE SALARY	41137	105		31490	30		25224	20		25000	1		15519	3		36804	158	
	HIGH SALARY	70000			41885			29829			25000			17118			70000		
	LOW SALARY	19200			23451			17591			25000			14720			14720		
	FAC MIX PCT	0.66			0.19			0.13			0.01			0.02			1.00		
	SALARY FACTOR	1.05			1.06			1.04			1.05			0.85			1.17		
REGION #4	AVERAGE SALARY	42531	45		28925	24		24555	23		25147	4					34487	92	
	HIGH SALARY	72026			38133			30412			27999						72026		
	LOW SALARY	28811			17345			20455			24000						17345		
	FAC MIX PCT	0.49			0.26			0.25			0.04						1.00		
	SALARY FACTOR	1.08			0.99			1.01			1.06						1.09		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOMETRICS AND BIOSTATISTICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	45502	25	4	30238	8	4	26322	14	4							37190	47	4
	HIGH SALARY	69545			35755			29659									69545		
	LOW SALARY	29659			25680			22909									22909		
	FAC MIX PCT	0.53			0.17			0.30									1.00		
	SALARY FACTOR	1.17			1.04			1.08									1.18		
REGION #1	AVERAGE SALARY	44869	1		25742	2		25132	1								30371	4	
	HIGH SALARY	44869			25803			25132									44869		
	LOW SALARY	44869			25680			25132									25132		
	FAC MIX PCT	0.25			0.50			0.25									1.00		
	SALARY FACTOR	1.15			0.88			1.04									0.96		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	47585	9		31291	3		26437	11								35345	23	
	HIGH SALARY	60136			34655			29040									60136		
	LOW SALARY	36500			28120			23000									23000		
	FAC MIX PCT	0.39			0.13			0.48									1.00		
	SALARY FACTOR	1.22			1.07			1.08									1.12		
REGION #4	AVERAGE SALARY	44295	15		32182	3		26284	2								40676	20	
	HIGH SALARY	69545			35755			29659									69545		
	LOW SALARY	29659			28636			22909									22909		
	FAC MIX PCT	0.75			0.15			0.10									1.00		
	SALARY FACTOR	1.13			1.10			1.08									1.29		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: MARINE BIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39298	21	3	29696	13	2	23282	15	2	22000	2	1	18360	2	1	31318	51	3
	HIGH SALARY	55043			36064			26983			22000			18360			55043		
	LOW SALARY	29769			25754			20070			22000			18360			18360		
	FAC MIX PCT	0.41			0.25			0.29			0.04			0.04			1.00		
	SALARY FACTOR	1.01			1.02			0.96			0.93			1.00			0.99		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	45287	4		31078	6		23443	10		22000	2		18360	2		29034	22	
	HIGH SALARY	50193			36064			25015			22000			18360			50193		
	LOW SALARY	39860			26222			22000			22000			18360			18360		
	FAC MIX PCT	0.18			0.27			0.45			0.09			0.09			1.00		
	SALARY FACTOR	1.16			1.07			0.97			0.93			1.00			0.92		
REGION #4	AVERAGE SALARY	37889	17		28511	7		22960	5		*						33051	29	
	HIGH SALARY	55043			30831			26983									55043		
	LOW SALARY	29769			25754			20070									20070		
	FAC MIX PCT	0.59			0.24			0.17									1.00		
	SALARY FACTOR	0.97			0.98			0.95									1.06		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: ENTOMOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36397	218	29	27586	124	28	23359	78	27	22989	5	5	15400	1	1	31336	421	30
	HIGH SALARY	67132			37500			32683			25364			15400			67132		
	LOW SALARY	21441			17507			15563			21268			15400			15400		
	FAC MIX PCT	0.52			0.29			0.19			0.01						1.00		
	SALARY FACTOR	0.95			0.95			0.96			0.97			0.84			0.99		
REGION #1	AVERAGE SALARY	34481	24		25625	11		23269	10		23271	1					29824	45	
	HIGH SALARY	46997			27456			26997			23271						46997		
	LOW SALARY	21441			23860			20910			23271						20910		
	FAC MIX PCT	0.53			0.24			0.22			0.02						1.00		
	SALARY FACTOR	0.88			0.88			0.96			0.98						0.94		
REGION #2	AVERAGE SALARY	34676	61		27121	30		23813	20		25364	1		15400	1		30540	112	
	HIGH SALARY	54750			36000			32683			25364			15400			54750		
	LOW SALARY	24885			17507			15563			25364			15400			15400		
	FAC MIX PCT	0.54			0.27			0.18			0.01			0.01			1.00		
	SALARY FACTOR	0.89			0.93			0.98			1.07			0.84			0.97		
REGION #3	AVERAGE SALARY	39311	41		28483	30		23302	16		21268	1					32632	87	
	HIGH SALARY	67132			37500			26400			21268						67132		
	LOW SALARY	30006			21502			19920			21268						19920		
	FAC MIX PCT	0.47			0.34			0.18			0.01						1.00		
	SALARY FACTOR	1.01			0.98			0.96			0.90						1.03		
REGION #4	AVERAGE SALARY	36740	92		27748	53		23132	32		22522	2					31587	177	
	HIGH SALARY	54875			36065			27868			23770						54875		
	LOW SALARY	27923			20780			18900			21273						18900		
	FAC MIX PCT	0.52			0.30			0.18			0.01						1.00		
	SALARY FACTOR	0.94			0.85			0.95			0.95						1.00		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: ECOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37947	32	5	29410	22	6	24547	17	5				25172	1	1	31997	72	7
	HIGH SALARY	58401			38291			34296						25172			58401		
	LOW SALARY	27500			24268			20378						25172			20378		
	FAC MIX PCT	0.44			0.31			0.24						0.01			1.00		
	SALARY FACTOR	0.97			1.01			1.01						1.38			1.01		
REGION #1	AVERAGE SALARY	36142	5		28045	6		22360	5								28798	16	
	HIGH SALARY	40694			29900			23944									40694		
	LOW SALARY	31661			25422			20378									20378		
	FAC MIX PCT	0.31			0.38			0.31									1.00		
	SALARY FACTOR	0.93			0.96			0.92									0.91		
REGION #2	AVERAGE SALARY	33669	10		25588	4		22601	1								30776	15	
	HIGH SALARY	41210			26765			22601									41210		
	LOW SALARY	28770			24268			22601									22601		
	FAC MIX PCT	0.67			0.27			0.07									1.00		
	SALARY FACTOR	0.86			0.88			0.93									0.97		
REGION #3	AVERAGE SALARY	40994	17		31366	12		25718	11					25172	1		33691	41	
	HIGH SALARY	58401			38291			34296						25172			58401		
	LOW SALARY	27500			26000			21300						25172			21300		
	FAC MIX PCT	0.41			0.29			0.27						0.02			1.00		
	SALARY FACTOR	1.06			1.08			1.06						1.38			1.07		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: ANATOMY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40103	65	11	30960	62	12	25683	29	10	25799	2	2	12017	2	2	33512	158	13
	HIGH SALARY	72092			42857			35468			26182			12259			72092		
	LOW SALARY	29552			20534			17253			25416			11774			11774		
	FAC MIX PCT	0.41			0.39			0.18			0.01			0.01			1.00		
	SALARY FACTOR	1.03			1.06			1.06			1.09			0.66			1.06		
REGION #1	AVERAGE SALARY	37894	9		31087	11		23639	3		25416	1					32778	23	
	HIGH SALARY	50706			34589			25094			25416						50706		
	LOW SALARY	30769			22909			19636			25416						19636		
	FAC MIX PCT	0.39			0.48			0.13			0.04						1.00		
	SALARY FACTOR	0.97			1.07			0.97			1.07						1.04		
REGION #2	AVERAGE SALARY	39364	19		28992	15		23563	7					11774	1		33233	42	
	HIGH SALARY	57774			35996			27815						11774			57774		
	LOW SALARY	29552			20534			18300						11774			11774		
	FAC MIX PCT	0.45			0.36			0.17						0.02			1.00		
	SALARY FACTOR	1.00			1.00			0.97						0.64			1.03		
REGION #3	AVERAGE SALARY	40149	29		30186	22		25456	12					12259	1		33533	64	
	HIGH SALARY	54485			37357			27783						12259			54485		
	LOW SALARY	30960			23276			17253						12259			12259		
	FAC MIX PCT	0.45			0.34			0.18						0.02			1.00		
	SALARY FACTOR	1.03			1.04			1.06						0.67			1.06		
REGION #4	AVERAGE SALARY	44893	8		34182	14		29063	7		26182	1					35801	29	
	HIGH SALARY	72092			42857			35468			26182						72092		
	LOW SALARY	31316			25200			26182			26182						25200		
	FAC MIX PCT	0.28			0.48			0.24			0.03						1.00		
	SALARY FACTOR	1.15			1.17			1.20			1.10						1.14		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: GENETICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41347	57	9	28882	26	7	25094	13	7	22950	1	1				35764	96	11
	HIGH SALARY	75533			35982			29630			22950						75533		
	LOW SALARY	27900			24020			21240			22950						21240		
	FAC MIX PCT	0.59			0.27			0.14			0.01						1.00		
	SALARY FACTOR	1.06			0.99			1.03			0.97						1.13		
REGION #1	AVERAGE SALARY	41438	10		28460	8		25216	4								33768	22	
	HIGH SALARY	56142			35982			25865									56142		
	LOW SALARY	31626			24718			25000									24718		
	FAC MIX PCT	0.45			0.36			0.18									1.00		
	SALARY FACTOR	1.06			0.98			1.04									1.07		
REGION #2	AVERAGE SALARY	35407	11					24545	2								33735	13	
	HIGH SALARY	41972						24545									41972		
	LOW SALARY	27900						24545									24545		
	FAC MIX PCT	0.85						0.15									1.00		
	SALARY FACTOR	0.91						1.01									1.07		
REGION #3	AVERAGE SALARY	45261	26		29094	8		27437	3								40320	37	
	HIGH SALARY	75533			32570			29630									75533		
	LOW SALARY	31630			24020			25800									24020		
	FAC MIX PCT	0.70			0.22			0.08									1.00		
	SALARY FACTOR	1.16			1.00			1.13									1.28		
REGION #4	AVERAGE SALARY	37611	10		29052	10		23359	4		22950	1					31669	24	
	HIGH SALARY	46311			31677			27506			22950						46311		
	LOW SALARY	29610			26113			21240			22950						21240		
	FAC MIX PCT	0.42			0.42			0.17			0.04						1.00		
	SALARY FACTOR	0.96			1.00			0.96			0.97						1.00		

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                                        F A C U L T Y   S A L A R Y   S U R V E Y

                                              DISCIPLINE: BIOLOGICAL SCIENCES
                                             MAJOR FIELD: NUTRITION, SCIENTIFIC

                               PROFESSOR           ASSOC  PROF          ASST  PROF         NEW ASST PROF         INSTRUCTOR            ALL RANKS
                           ****************    ****************    ****************    ****************    ****************    ****************
                           SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS

ALL INST  AVERAGE SALARY   44750    20   3     34913    16   3     28250     7   2                                             38404    43   3
          HIGH SALARY      53700               48200               35500                                                         53700
          LOW SALARY       33302               25712               22401                                                         22401
          FAC MIX PCT       0.47                0.37                0.16                                                          1.00
          SALARY FACTOR     1.15                1.20                1.16                                                          1.22

REGION #1 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY   44627    19         34487    15         28250     7                                                   38121    41
          HIGH SALARY      53700               48200               35500                                                         53700
          LOW SALARY       33302               25712               22401                                                         22401
          FAC MIX PCT       0.46                0.37                0.17                                                          1.00
          SALARY FACTOR     1.14                1.18                1.16                                                          1.21

REGION #4 AVERAGE SALARY   47087     1         41311     1                                                                       44199     2
          HIGH SALARY      47087               41311                                                                             47087
          LOW SALARY       47087               41311                                                                             41311
          FAC MIX PCT       0.50                0.50                                                                              1.00
          SALARY FACTOR     1.21                1.42                                                                              1.40
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FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: NEUROSCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	50437	8	3	37447	5	2	24118	10	2	26700	1	1	15806	1	1	35026	25	9
	HIGH SALARY	63025			42448			27922			26700			15806			63025		
	LOW SALARY	36026			32717			18652			26700			15806			15806		
	FAC MIX PCT	0.32			0.20			0.40			0.04			0.04			1.00		
	SALARY FACTOR	1.29			1.20			0.98			1.13			0.86			1.14		
REGION #1	AVERAGE SALARY	52813	4		36786	1											49687	5	
	HIGH SALARY	63025			36786												63025		
	LOW SALARY	36026			36786												36026		
	FAC MIX PCT	0.80			0.20												1.00		
	SALARY FACTOR	1.36			1.26												1.07		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	49550	3		37612	4		25956	7		26700	1					34342	14	
	HIGH SALARY	50820			42448			27922			26700						50820		
	LOW SALARY	48347			32717			23401			26700						23401		
	FAC MIX PCT	0.21			0.29			0.50			0.07						1.00		
	SALARY FACTOR	1.27			1.29			1.07			1.13						1.08		
REGION #4	AVERAGE SALARY	46815	2					19830	3					15806	1		28154	6	
	HIGH SALARY	55642						22185						15806			55642		
	LOW SALARY	37987						18652						15806			15806		
	FAC MIX PCT	0.33						0.50						0.17			1.00		
	SALARY FACTOR	1.20						0.82						0.86			0.89		

FACULTY SALARY SURVEY

DISCIPLINE: BIOLOGICAL SCIENCES
MAJOR FIELD: BIOLOGY, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36817	49	6	29647	29	8	27838	13	5	25440	1	1	28636	1	1	33189	92	8
	HIGH SALARY	73357			43177			40007			25440			28636			73357		
	LOW SALARY	26087			21563			20708			25440			28636			20708		
	FAC MIX PCT	0.53			0.32			0.14			0.01			0.01			1.00		
	SALARY FACTOR	0.94			1.02			1.15			1.07			1.56			1.05		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	39084	16		30673	10		25705	8								33461	34	
	HIGH SALARY	48525			35300			27900									48525		
	LOW SALARY	31009			21563			21825									21563		
	FAC MIX PCT	0.47			0.29			0.24									1.00		
	SALARY FACTOR	1.00			1.05			1.06									1.06		
REGION #3	AVERAGE SALARY	35982	31		28422	15		32705	4					28636	1		33357	51	
	HIGH SALARY	73357			43177			40007						28636			73357		
	LOW SALARY	26087			23093			20708						28636			20708		
	FAC MIX PCT	0.61			0.29			0.08						0.02			1.00		
	SALARY FACTOR	0.92			0.98			1.35						1.56			1.06		
REGION #4	AVERAGE SALARY	31630	2		31675	4		25440	1		25440	1					30771	7	
	HIGH SALARY	36530			38265			25440			25440						38265		
	LOW SALARY	26730			25560			25440			25440						25440		
	FAC MIX PCT	0.29			0.57			0.14			0.14						1.00		
	SALARY FACTOR	0.81			1.09			1.05			1.07						0.97		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS AND COMMERCE, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43894	265	20	34862	241	23	30514	278	22	31255	31	12	20886	20	5	35987	804	25
	HIGH SALARY	63210			51000			39300			38500			33000			63210		
	LOW SALARY	29300			18158			17250			22550			12306			12306		
	FAC MIX PCT	0.33			0.30			0.35			0.04			0.02			1.00		
	SALARY FACTOR	1.12			1.20			1.26			1.32			1.14			1.14		
REGION #1	AVERAGE SALARY	37802	22		31802	28		28288	24		24775	2		17542	12		30366	86	
	HIGH SALARY	50188			37522			32000			26999			22171			50188		
	LOW SALARY	32339			28063			22550			22550			14863			14863		
	FAC MIX PCT	0.26			0.33			0.28			0.02			0.14			1.00		
	SALARY FACTOR	0.97			1.09			1.17			1.04			0.96			0.96		
REGION #2	AVERAGE SALARY	44883	95		34579	90		29735	119		30038	9		17178	2		35780	306	
	HIGH SALARY	63210			46068			36000			33841			22050			63210		
	LOW SALARY	29300			25750			18720			27000			12306			12306		
	FAC MIX PCT	0.31			0.29			0.39			0.03			0.01			1.00		
	SALARY FACTOR	1.15			1.19			1.23			1.27			0.94			1.13		
REGION #3	AVERAGE SALARY	44081	78		36860	66		32085	87		32267	15		28889	4		37353	235	
	HIGH SALARY	62664			51000			39300			38500			33000			62664		
	LOW SALARY	33243			25463			17250			24000			26559			17250		
	FAC MIX PCT	0.33			0.28			0.37			0.06			0.02			1.00		
	SALARY FACTOR	1.13			1.27			1.32			1.36			1.58			1.18		
REGION #4	AVERAGE SALARY	44257	70		34497	57		30709	48		33000	5		28650	3		37263	177	
	HIGH SALARY	59600			44899			36100			36000			30300			59600		
	LOW SALARY	30659			18158			18100			30000			27000			18158		
	FAC MIX PCT	0.40			0.32			0.27			0.03			0.01			1.00		
	SALARY FACTOR	1.13			1.18			1.27			1.38			1.57			1.18		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: ACCOUNTING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43608	227	44	35712	221	44	31936	264	46	31659	28	16	19955	51	19	35701	763	47
	HIGH SALARY	72541			50815			40300			38500			31000			72541		
	LOW SALARY	26800			22599			18900			18500			12510			12510		
	FAC MIX PCT	0.30			0.29			0.35			0.04			0.07			1.00		
	SALARY FACTOR	1.12			1.23			1.32			1.33			1.08			1.13		
REGION #1	AVERAGE SALARY	40495	56		33588	58		30251	52		32571	7		21646	12		33980	178	
	HIGH SALARY	61000			41905			38500			38500			28918			61000		
	LOW SALARY	33059			22599			21788			25500			17384			17384		
	FAC MIX PCT	0.31			0.33			0.29			0.04			0.07			1.00		
	SALARY FACTOR	1.04			1.15			1.25			1.37			1.18			1.08		
REGION #2	AVERAGE SALARY	44666	61		36731	55		31694	80		30018	11		16681	6		36537	202	
	HIGH SALARY	63800			50815			39149			35000			24000			63800		
	LOW SALARY	26800			23820			19500			19500			12510			12510		
	FAC MIX PCT	0.30			0.27			0.40			0.05			0.03			1.00		
	SALARY FACTOR	1.14			1.26			1.31			1.27			0.91			1.16		
REGION #3	AVERAGE SALARY	46083	36		38240	37		34268	42		36000	1		20314	11		37591	126	
	HIGH SALARY	68040			50040			40300			36000			29550			68040		
	LOW SALARY	31518			26109			23625			36000			17700			17700		
	FAC MIX PCT	0.29			0.29			0.33			0.01			0.09			1.00		
	SALARY FACTOR	1.18			1.31			1.41			1.52			1.11			1.19		
REGION #4	AVERAGE SALARY	43887	74		35342	71		32037	90		32472	9		19746	22		35308	257	
	HIGH SALARY	72541			45183			38652			34000			31000			72541		
	LOW SALARY	28980			22680			18900			30000			13500			13500		
	FAC MIX PCT	0.29			0.28			0.35			0.04			0.09			1.00		
	SALARY FACTOR	1.12			1.21			1.32			1.37			1.08			1.12		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS STATISTICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41396	29	9	34780	30	9	31158	37	9	30667	3	1	18313	14	3	33210	110	10
	HIGH SALARY	55055			45133			40500			33000			26300			55055		
	LOW SALARY	31590			26850			23799			27000			15000			15000		
	FAC MIX PCT	0.26			0.27			0.34			0.03			0.13			1.00		
	SALARY FACTOR	1.06			1.19			1.28			1.29			1.00			1.09		
REGION #1	AVERAGE SALARY	31590	1		36521	1		28000	1								32037	3	
	HIGH SALARY	31590			36521			28000									36521		
	LOW SALARY	31590			36521			28000									28000		
	FAC MIX PCT	0.33			0.33			0.33									1.00		
	SALARY FACTOR	0.81			1.25			1.15									1.01		
REGION #2	AVERAGE SALARY	50757	2		38899	7		31883	13								35831	22	
	HIGH SALARY	52148			45133			40500									52148		
	LOW SALARY	50062			34479			25677									25677		
	FAC MIX PCT	0.09			0.32			0.59									1.00		
	SALARY FACTOR	1.30			1.34			1.31									1.13		
REGION #3	AVERAGE SALARY	43472	3		33815	7		31901	9		30667	3		18463	5		29701	27	
	HIGH SALARY	43938			38200			34335			33000			26300			43938		
	LOW SALARY	43000			32000			27000			27000			17000			17000		
	FAC MIX PCT	0.11			0.26			0.33			0.11			0.30			1.00		
	SALARY FACTOR	1.11			1.16			1.31			1.29			1.01			0.94		
REGION #4	AVERAGE SALARY	40737	23		33193	15		30232	14					18113	6		33910	58	
	HIGH SALARY	55055			38641			32845						22036			55055		
	LOW SALARY	32506			26850			23799						15000			15000		
	FAC MIX PCT	0.40			0.26			0.24						0.10			1.00		
	SALARY FACTOR	1.04			1.14			1.25						0.99			1.07		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BANKING AND FINANCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43755	134	32	34957	130	32	31088	149	33	31554	24	16	21600	25	10	35569	438	35
	HIGH SALARY	69867			46200			38652			36000			33000			69867		
	LOW SALARY	23358			21000			20000			20000			15030			15030		
	FAC MIX PCT	0.31			0.30			0.34			0.06			0.06			1.00		
	SALARY FACTOR	1.12			1.20			1.28			1.33			1.18			1.13		
REGION #1	AVERAGE SALARY	41517	25		34710	30		29013	22		30889	3		33000	1		35516	78	
	HIGH SALARY	51974			43000			33000			33000			33000			51974		
	LOW SALARY	32718			26660			22398			29668			33000			22398		
	FAC MIX PCT	0.32			0.38			0.28			0.04			0.01			1.00		
	SALARY FACTOR	1.06			1.19			1.23			1.30			1.80			1.12		
REGION #2	AVERAGE SALARY	44607	33		35639	41		31634	41		31157	4		24100	3		36459	118	
	HIGH SALARY	61920			46200			35000			33500			33000			61920		
	LOW SALARY	27143			21000			22591			25125			16800			16800		
	FAC MIX PCT	0.28			0.35			0.35			0.03			0.03			1.00		
	SALARY FACTOR	1.14			1.22			1.30			1.31			1.32			1.15		
REGION #3	AVERAGE SALARY	43492	27		35092	23		31964	37		31581	5		22020	8		35021	96	
	HIGH SALARY	55000			42422			37920			36000			31700			55000		
	LOW SALARY	33500			26200			20000			20000			17000			17000		
	FAC MIX PCT	0.28			0.24			0.39			0.08			0.09			1.00		
	SALARY FACTOR	1.11			1.20			1.32			1.33			1.20			1.11		
REGION #4	AVERAGE SALARY	44471	49		34307	36		30496	49		31921	9		19710	12		35239	146	
	HIGH SALARY	69867			43644			38652			34200			32000			69867		
	LOW SALARY	23358			26050			20000			20500			15030			15030		
	FAC MIX PCT	0.34			0.25			0.34			0.06			0.08			1.00		
	SALARY FACTOR	1.14			1.18			1.26			1.35			1.08			1.12		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS MANAGEMENT AND ADMIN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	N/M	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43881	417	50	34182	380	51	29673	341	51	30582	43	25	21877	51	24	35830	1150	52
	HIGH SALARY	72327			50000			38783			38000			32350			72327		
	LOW SALARY	27878			22640			18755			28000			11430			11430		
	FAC MIX PCT	0.36			0.30			0.28			0.04			0.04			1.00		
	SALARY FACTOR	1.13			1.17			1.32			1.38			1.30			1.14		
REGION #1	AVERAGE SALARY	37895	88		31654	100		27272	72		31333	3		20860	15		31820	278	
	HIGH SALARY	56603			41800			33000			31500			28500			56603		
	LOW SALARY	27878			21376			20168			31000			17000			17000		
	FAC MIX PCT	0.32			0.36			0.26			0.01			0.05			1.00		
	SALARY FACTOR	0.97			1.06			1.12			1.32			1.15			1.01		
REGION #2	AVERAGE SALARY	42845	65		33805	42		29613	57		29667	6		17203	9		35018	173	
	HIGH SALARY	72327			45800			38783			31000			30700			72327		
	LOW SALARY	33750			23150			22005			27000			11430			11430		
	FAC MIX PCT	0.38			0.24			0.33			0.03			0.05			1.00		
	SALARY FACTOR	1.10			1.16			1.22			1.25			0.84			1.11		
REGION #3	AVERAGE SALARY	47812	148		35631	107		30810	125		30078	21		22562	12		38327	392	
	HIGH SALARY	69500			50000			39000			34000			32350			69500		
	LOW SALARY	31986			22640			18755			28000			17187			17187		
	FAC MIX PCT	0.39			0.27			0.32			0.05			0.03			1.00		
	SALARY FACTOR	1.22			1.22			1.27			1.27			1.23			1.21		
REGION #4	AVERAGE SALARY	44289	116		35265	101		29909	87		31645	13		25052	15		36605	319	
	HIGH SALARY	61000			50000			36000			36000			32000			61000		
	LOW SALARY	31590			26285			23391			28000			11500			11500		
	FAC MIX PCT	0.36			0.32			0.27			0.04			0.05			1.00		
	SALARY FACTOR	1.13			1.21			1.23			1.33			1.37			1.16		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: OPERATIONS RESEARCH

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43287	10	5	35718	11	5	30065	14	3	31000	2	2	17727	5	2	33382	40	5
	HIGH SALARY	51792			40000			33000			33000			17884			51792		
	LOW SALARY	35825			28170			28100			29000			17100			17100		
	FAC MIX PCT	0.25			0.28			0.35			0.05			0.13			1.00		
	SALARY FACTOR	1.11			1.23			1.24			1.31			0.97			1.06		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	44867	3		37850	6		30225	4					17100	1		35692	14	
	HIGH SALARY	50700			40000			30900						17100			50700		
	LOW SALARY	40900			34500			29600						17100			17100		
	FAC MIX PCT	0.21			0.43			0.29						0.07			1.00		
	SALARY FACTOR	1.15			1.30			1.25						0.93			1.13		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	42610	7		33160	5		30001	10		31000	2		17884	4		32138	26	
	HIGH SALARY	51792			37600			33000			33000			17884			51792		
	LOW SALARY	35825			28170			28100			29000			17884			17884		
	FAC MIX PCT	0.27			0.19			0.38			0.08			0.15			1.00		
	SALARY FACTOR	1.09			1.14			1.24			1.31			0.88			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: HOTEL AND RESTAURANT MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37750	5	2	32963	10	5	27548	17	6				20588	9	5	28585	41	6
	HIGH SALARY	45000			38500			35250						31909			45000		
	LOW SALARY	31000			25051			20000						17750			17750		
	FAC MIX PCT	0.12			0.24			0.41						0.22			1.00		
	SALARY FACTOR	0.97			1.13			1.14						1.12			0.91		
REGION #1	AVERAGE SALARY	37874	2		33942	1		28477	8					21889	2		29329	13	
	HIGH SALARY	41171			33942			34441						21918			41171		
	LOW SALARY	34576			33942			26001						21860			21860		
	FAC MIX PCT	0.15			0.08			0.62						0.15			1.00		
	SALARY FACTOR	0.97			1.17			1.17						1.20			0.93		
REGION #2	AVERAGE SALARY				31604	2		23062	4					19257	3		23691	9	
	HIGH SALARY				36409			24849						31909			36409		
	LOW SALARY				26795			20000						17750			17750		
	FAC MIX PCT				0.22			0.44						0.33			1.00		
	SALARY FACTOR				1.08			0.95						1.05			0.75		
REGION #3	AVERAGE SALARY	37667	3		36167	3		31500	3					19000	1		33500	10	
	HIGH SALARY	45000			38500			35250						19000			45000		
	LOW SALARY	31000			34000			28250						19000			19000		
	FAC MIX PCT	0.30			0.30			0.30						0.10			1.00		
	SALARY FACTOR	0.97			1.24			1.30						1.04			1.06		
REGION #4	AVERAGE SALARY				30994	4		26880	2					21581	3		26942	9	
	HIGH SALARY				34231			27825						23372			34231		
	LOW SALARY				25051			25934						18000			18000		
	FAC MIX PCT				0.44			0.22						0.33			1.00		
	SALARY FACTOR				1.06			1.11						1.18			0.85		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: MARKETING AND PURCHASING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42317	139	33	34084	89	32	30005	123	34	30323	15	14	20138	25	12	34865	376	35
	HIGH SALARY	68000			52200			40000			32500			30100			68000		
	LOW SALARY	19530			24603			18270			24000			14554			14554		
	FAC MIX PCT	0.37			0.24			0.33			0.04			0.07			1.00		
	SALARY FACTOR	1.08			1.17			1.24			1.28			1.10			1.10		
REGION #1	AVERAGE SALARY	39967	29		33228	16		29662	24		30167	3		21167	3		34251	72	
	HIGH SALARY	53841			37505			40000			31000			24500			53841		
	LOW SALARY	24523			24603			25394			29500			19400			19400		
	FAC MIX PCT	0.40			0.22			0.33			0.04			0.04			1.00		
	SALARY FACTOR	1.02			1.14			1.22			1.27			1.16			1.08		
REGION #2	AVERAGE SALARY	43416	45		35304	27		29262	33		29167	3		25488	5		36364	110	
	HIGH SALARY	68000			52200			33900			32500			28500			68000		
	LOW SALARY	19530			28500			22500			24000			20701			19530		
	FAC MIX PCT	0.41			0.25			0.30			0.03			0.05			1.00		
	SALARY FACTOR	1.11			1.21			1.21			1.23			1.39			1.15		
REGION #3	AVERAGE SALARY	42392	20		33665	12		32082	24		31333	3		18740	6		34422	62	
	HIGH SALARY	56249			38074			36500			32000			30100			56249		
	LOW SALARY	33048			29448			29124			31000			16200			16200		
	FAC MIX PCT	0.32			0.19			0.39			0.05			0.10			1.00		
	SALARY FACTOR	1.09			1.16			1.32			1.32			1.02			1.09		
REGION #4	AVERAGE SALARY	42698	45		33664	34		29597	42		30475	6		18188	11		34160	132	
	HIGH SALARY	62826			43825			35440			31999			30000			62826		
	LOW SALARY	29055			26590			18270			30000			14554			14554		
	FAC MIX PCT	0.34			0.26			0.32			0.05			0.08			1.00		
	SALARY FACTOR	1.09			1.16			1.22			1.28			0.99			1.08		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: SECRETARIAL STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36222	11	3	28881	13	6	23626	14	5				20840	11	5	27222	49	7
	HIGH SALARY	54500			35600			29000						26823			54500		
	LOW SALARY	29375			21624			19170						17705			17705		
	FAC MIX PCT	0.22			0.27			0.29						0.22			1.00		
	SALARY FACTOR	0.93			0.99			0.97						1.14			0.86		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX FCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY				31450	2								20800	1		27900	3	
	HIGH SALARY				35600									20800			35600		
	LOW SALARY				27300									20800			20800		
	FAC MIX PCT				0.67									0.33			1.00		
	SALARY FACTOR				1.08									1.14			0.88		
REGION #3	AVERAGE SALARY				33300	1								24900	2		27700	3	
	HIGH SALARY				33300									25400			33300		
	LOW SALARY				33300									24400			24400		
	FAC MIX PCT				0.33									0.67			1.00		
	SALARY FACTOR				1.14									1.36			0.88		
REGION #4	AVERAGE SALARY	36222	11		27926	10		23626	14					19830	8		27142	43	
	HIGH SALARY	54500			32015			29000						26823			54500		
	LOW SALARY	29375			21624			19170						17705			17705		
	FAC MIX PCT	0.26			0.23			0.33						0.19			1.00		
	SALARY FACTOR	0.93			0.96			0.97						1.08			0.86		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: LABOR AND INDUSTRIAL RELATIONS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41197	19	5	33252	20	4	29716	16	4				16395	1	1	34636	56	5
	HIGH SALARY	60840			38040			34440						16395			60840		
	LOW SALARY	31092			25610			25364						16395			16395		
	FAC MIX PCT	0.34			0.36			0.29						0.02			1.00		
	SALARY FACTOR	1.06			1.14			1.22						0.90			1.10		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	42060	12		33051	16		30875	11					16395	1		34739	40	
	HIGH SALARY	60840			38040			34440						16395			60840		
	LOW SALARY	31092			25610			25721						16395			16395		
	FAC MIX PCT	0.30			0.40			0.28						0.03			1.00		
	SALARY FACTOR	1.08			1.13			1.27						0.90			1.10		
REGION #4	AVERAGE SALARY	39716	7		34060	4		27166	5								34379	16	
	HIGH SALARY	45500			35759			28600									45500		
	LOW SALARY	36900			31923			25364									25364		
	FAC MIX PCT	0.44			0.25			0.31									1.00		
	SALARY FACTOR	1.02			1.17			1.12									1.09		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUSINESS ECONOMICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41299	155	21	31669	84	18	26180	108	20	26721	16	8	20206	10	3	33868	357	22
	HIGH SALARY	65000			43644			34008			30004			25747			65000		
	LOW SALARY	27450			22567			14650			22500			17884			14650		
	FAC MIX PCT	0.43			0.24			0.30			0.04			0.03			1.00		
	SALARY FACTOR	1.06			1.09			1.08			1.13			1.10			1.07		
REGION #1	AVERAGE SALARY	34808	14		28709	17		23820	8		24700	3		20157	4		28989	43	
	HIGH SALARY	43012			32946			28600			28600			20960			43012		
	LOW SALARY	28096			23820			21982			22500			19760			19760		
	FAC MIX PCT	0.33			0.40			0.19			0.07			0.09			1.00		
	SALARY FACTOR	0.89			0.99			0.98			1.04			1.10			0.92		
REGION #2	AVERAGE SALARY	40510	17		29549	7		25028	11								33451	35	
	HIGH SALARY	50000			32560			25770									50000		
	LOW SALARY	32470			26260			24480									24480		
	FAC MIX PCT	0.49			0.20			0.31									1.00		
	SALARY FACTOR	1.04			1.01			1.03									1.06		
REGION #3	AVERAGE SALARY	45744	28		33314	7		26050	22		24507	2					36616	57	
	HIGH SALARY	63800			36000			30223			24507						63800		
	LOW SALARY	32022			29800			18549			24507						18549		
	FAC MIX PCT	0.49			0.12			0.39			0.04						1.00		
	SALARY FACTOR	1.17			1.14			1.07			1.03						1.16		
REGION #4	AVERAGE SALARY	41090	96		32680	53		26694	67		27675	11		20238	6		34173	222	
	HIGH SALARY	65000			43644			34008			30004			25747			65000		
	LOW SALARY	27450			22567			14650			25020			17884			14650		
	FAC MIX PCT	0.43			0.24			0.30			0.05			0.03			1.00		
	SALARY FACTOR	1.05			1.12			1.10			1.17			1.11			1.08		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS & MANAGEMENT
MAJOR FIELD: BUS & COMMERCE, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	46766	57	10	33278	32	10	28284	60	10	27597	4	3	19563	4	3	35986	153	10
	HIGH SALARY	66098			45120			37080			31388			31800			66098		
	LOW SALARY	31000			26280			17000			21000			10000			10000		
	FAC MIX PCT	0.37			0.21			0.39			0.03			0.03			1.00		
	SALARY FACTOR	1.20			1.14			1.17			1.16			1.07			1.14		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	37125	3		32026	4		23797	10		26333	3					28085	17	
	HIGH SALARY	46600			33700			31000			31000						46600		
	LOW SALARY	31000			29905			17000			21000						17000		
	FAC MIX PCT	0.18			0.24			0.59			0.18						1.00		
	SALARY FACTOR	0.95			1.10			0.98			1.11						0.89		
REGION #3	AVERAGE SALARY	45982	22		35716	11		30912	26					31800	1		37333	60	
	HIGH SALARY	59040			45120			37080						31800			59040		
	LOW SALARY	33240			26280			24480						31800			24480		
	FAC MIX PCT	0.37			0.18			0.43						0.02			1.00		
	SALARY FACTOR	1.18			1.23			1.27						1.74			1.18		
REGION #4	AVERAGE SALARY	48209	32		31995	17		27306	24		31388	1		15483	3		36689	76	
	HIGH SALARY	66098			37900			35600			31388			21330			66098		
	LOW SALARY	34220			26389			22000			31388			10000			10000		
	FAC MIX PCT	0.42			0.22			0.32			0.01			0.04			1.00		
	SALARY FACTOR	1.24			1.10			1.13			1.32			0.85			1.16		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36627	119	29	27492	130	32	22158	149	32	20993	27	19	16858	45	15	27071	443	33
	HIGH SALARY	62304			37551			35182			25045			25800			62304		
	LOW SALARY	24430			20620			15790			15790			11300			11300		
	FAC MIX PCT	0.27			0.29			0.34			0.06			0.10			1.00		
	SALARY FACTOR	0.94			0.94			0.91			0.89			0.92			0.86		
REGION #1	AVERAGE SALARY	34629	45		26758	31		21680	38		21106	8		16824	7		27516	121	
	HIGH SALARY	53333			35642			27077			25045			19000			53333		
	LOW SALARY	24430			20772			15790			15790			15000			15000		
	FAC MIX PCT	0.37			0.26			0.31			0.07			0.06			1.00		
	SALARY FACTOR	0.89			0.92			0.89			0.89			0.92			0.87		
REGION #2	AVERAGE SALARY	35769	19		27647	30		22473	37		21417	6		19720	1		27129	87	
	HIGH SALARY	42546			35541			27900			24500			19720			42546		
	LOW SALARY	27907			21780			18000			18000			19720			18000		
	FAC MIX PCT	0.22			0.34			0.43			0.07			0.01			1.00		
	SALARY FACTOR	0.92			0.95			0.93			0.90			1.08			0.86		
REGION #3	AVERAGE SALARY	37632	30		27612	39		21925	44		19763	8		18140	14		26964	127	
	HIGH SALARY	53500			37551			34197			23000			25800			53500		
	LOW SALARY	28426			23700			17000			17000			12000			12000		
	FAC MIX PCT	0.24			0.31			0.35			0.06			0.11			1.00		
	SALARY FACTOR	0.96			0.95			0.90			0.83			0.99			0.85		
REGION #4	AVERAGE SALARY	39670	25		27937	30		22718	30		22274	5		15964	23		26653	108	
	HIGH SALARY	62304			35099			35182			23372			22000			62304		
	LOW SALARY	26790			20620			17000			20000			11300			11300		
	FAC MIX PCT	0.23			0.28			0.28			0.05			0.21			1.00		
	SALARY FACTOR	1.02			0.96			0.94			0.94			0.87			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: JOURNALISM (PRINTED MEDIA)

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36221	141	33	28235	145	34	23350	130	32	22953	23	15	18245	27	12	28734	443	34
	HIGH SALARY	52100			42709			31009			26406			23708			52100		
	LOW SALARY	25500			19516			17500			18213			12000			12000		
	FAC MIX PCT	0.32			0.33			0.29			0.05			0.06			1.00		
	SALARY FACTOR	0.93			0.97			0.96			0.97			1.00			0.91		
REGION #1	AVERAGE SALARY	34472	17		25560	20		22655	18		22836	5					27363	55	
	HIGH SALARY	43361			32400			26406			26406						43361		
	LOW SALARY	29077			19516			19333			20000						19333		
	FAC MIX PCT	0.31			0.36			0.33			0.09						1.00		
	SALARY FACTOR	0.88			0.88			0.93			0.96						0.87		
REGION #2	AVERAGE SALARY	35092	52		27753	62		23423	47		22304	4		17474	14		27948	175	
	HIGH SALARY	46593			42709			31009			25000			22670			46593		
	LOW SALARY	25500			20659			19000			18213			12000			12000		
	FAC MIX PCT	0.30			0.35			0.27			0.02			0.08			1.00		
	SALARY FACTOR	0.90			0.95			0.97			0.94			0.95			0.89		
REGION #3	AVERAGE SALARY	36706	34		30620	22		23215	37		22863	6		22675	1		29822	94	
	HIGH SALARY	47810			36360			27720			25000			22675			47810		
	LOW SALARY	27036			23600			17500			18971			22675			17500		
	FAC MIX PCT	0.36			0.23			0.39			0.06			0.01			1.00		
	SALARY FACTOR	0.94			1.05			0.96			0.96			1.24			0.94		
REGION #4	AVERAGE SALARY	38114	38		28990	41		23853	28		23419	8		18776	12		29665	119	
	HIGH SALARY	52100			36000			28923			26000			23708			52100		
	LOW SALARY	27798			22800			18090			19530			12500			12500		
	FAC MIX PCT	0.32			0.34			0.24			0.07			0.10			1.00		
	SALARY FACTOR	0.98			1.00			0.98			0.99			1.03			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: RADIO/TELEVISION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36261	15	8	27764	26	10	21848	21	12	21035	2	2	20048	8	3	26928	70	14
	HIGH SALARY	48000			35900			26579			22000			24221			48000		
	LOW SALARY	28711			20800			18000			20070			12005			12005		
	FAC MIX PCT	0.21			0.37			0.30			0.03			0.11			1.00		
	SALARY FACTOR	0.93			0.95			0.90			0.88			1.10			0.85		
REGION #1	AVERAGE SALARY	31623	2		26460	4		20750	2								26323	8	
	HIGH SALARY	34534			30231			21000									34534		
	LOW SALARY	28711			20800			20500									20500		
	FAC MIX PCT	0.25			0.50			0.25									1.00		
	SALARY FACTOR	0.81			0.91			0.86									0.83		
REGION #2	AVERAGE SALARY	37632	4		30787	8								20288	6		28808	18	
	HIGH SALARY	48000			35900			25600						24221			48000		
	LOW SALARY	29868			22907			18000						12005			12005		
	FAC MIX PCT	0.22			0.44									0.33			1.00		
	SALARY FACTOR	0.96			1.06									1.11			0.91		
REGION #3	AVERAGE SALARY	31212	2		24917	2		22493	4					19328	2		24088	10	
	HIGH SALARY	32805			26676			26000						20322			32805		
	LOW SALARY	29619			23157			19152						18333			18333		
	FAC MIX PCT	0.20			0.20			0.40						0.20			1.00		
	SALARY FACTOR	0.80			0.86			0.93						1.06			0.76		
REGION #4	AVERAGE SALARY	38245	7		26657	12		21823	15		21035	2					26910	34	
	HIGH SALARY	43429			34500			26579			22000						43429		
	LOW SALARY	36060			22992			20070			20070						20070		
	FAC MIX PCT	0.21			0.35			0.44			0.06						1.00		
	SALARY FACTOR	0.98			0.92			0.90			0.89						0.85		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: ADVERTISING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35396	18	7	29455	17	7	26381	24	6	26500	1	1	20378	6	2	28127	65	8
	HIGH SALARY	50000			36819			38516			26500			22000			50000		
	LOW SALARY	24358			22574			21129			26500			16362			16362		
	FAC MIX PCT	0.28			0.26			0.37			0.02			0,09			1.00		
	SALARY FACTOR	0.91			1.01			1.09			1.12			1.11			0.92		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	36428	6		35567	1		27766	12					19391	3		29340	22	
	HIGH SALARY	50000			35567			38516						21000			50000		
	LOW SALARY	24358			35567			21129						16362			16362		
	FAC MIX PCT	0.27			0.05			0.55						0.14			1.00		
	SALARY FACTOR	0.93			1.22			1.14						1.06			0.93		
REGION #3	AVERAGE SALARY	40513	4		31566	7		25850	4					21367	3		30583	18	
	HIGH SALARY	45000			36560			27500						22000			45000		
	LOW SALARY	34000			29300			24300						21000			21000		
	FAC MIX PCT	0.22			0.39			0.22						0.17			1.00		
	SALARY FACTOR	1.04			1.08			1.07						1.17			0.97		
REGION #4	AVERAGE SALARY	32064	8		27135	9		24568	8		26500	1					27890	26	
	HIGH SALARY	45000			36819			26500			26500						45000		
	LOW SALARY	27798			22574			21804			26500						21804		
	FAC MIX PCT	0.32			0.36			0.32			0.04						1.00		
	SALARY FACTOR	0.82			0.93			1.01			1.12						0.88		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATION MEDIA

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37761	7	3	26683	18	5	24903	15	5				17200	6	1	26551	46	6
	HIGH SALARY	46680			36515			29800						[illegible]			46680		
	LOW SALARY	28421			18657			21320						14150			14150		
	FAC MIX PCT	0.15			0.39			0.33						0.13			1.00		
	SALARY FACTOR	0.97			0.92			1.03						0.94			0.84		
REGION #1	AVERAGE SALARY	31967	2		23258	8		21864	2								24476	12	
	HIGH SALARY	35512			27619			22407									35512		
	LOW SALARY	28421			18657			21320									18657		
	FAC MIX PCT	0.17			0.67			0.17									1.00		
	SALARY FACTOR	0.82			0.80			0.90									0.78		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	40079	5		29512	9		25489	11								29855	25	
	HIGH SALARY	46680			36515			29800									46680		
	LOW SALARY	31507			24150			23000									23000		
	FAC MIX PCT	0.20			0.36			0.44									1.00		
	SALARY FACTOR	1.03			1.01			1.05									0.95		
REGION #4	AVERAGE SALARY				28634	1		24717	2					17200	6		20141	9	
	HIGH SALARY				28634			25036						18850			28634		
	LOW SALARY				28634			24398						14150			14150		
	FAC MIX PCT				0.11			0.22						0.67			1.00		
	SALARY FACTOR				0.98			1.02						0.94			0.64		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42336	10	1	31024	10	2	24132	7	2							33426	27	2
	HIGH SALARY	53880			36240			25824									53880		
	LOW SALARY	35040			24120			21982									21982		
	FAC MIX PCT	0.37			0.37			0.26									1.00		
	SALARY FACTOR	1.08			1.07			0.99									1.06		
REGION #1	AVERAGE SALARY				29854	3		23787	3								26320	6	
	HIGH SALARY				33935			25824									33935		
	LOW SALARY				26659			21982									21982		
	FAC MIX PCT				0.50			0.50									1.00		
	SALARY FACTOR				1.02			0.98									0.85		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	42336	10		31526	7		24390	4								35314	21	
	HIGH SALARY	53880			36240			25080									53880		
	LOW SALARY	35040			24120			23400									23400		
	FAC MIX PCT	0.48			0.33			0.19									1.00		
	SALARY FACTOR	1.08			1.08			1.01									1.12		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: COMPUTEP AND INFORMATION SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44010	190	52	34511	221	96	30114	275	53	28949	35	21	18560	60	26	34106	746	59
	HIGH SALARY	74500			47500			44996			34100			30750			74500		
	LOW SALARY	23926			23755			17500			22300			13864			13864		
	FAC MIX PCT	0.25			0.30			0.37			0.05			0.08			1.00		
	SALARY FACTOR	1.13			1.18			1.24			1.22			1.07			1.08		
REGION #1	AVERAGE SALARY	40923	25		32249	34		27170	56		27487	12		19984	6		31082	121	
	HIGH SALARY	59500			38500			32500			32000			26831			59500		
	LOW SALARY	31038			24130			20775			22300			13864			13864		
	FAC MIX PCT	0.21			0.28			0.46			0.10			0.05			1.00		
	SALARY FACTOR	1.05			1.11			1.12			1.16			1.09			0.98		
REGION #2	AVERAGE SALARY	42458	56		34264	54		30258	82		29468	8		16964	12		33885	204	
	HIGH SALARY	64000			42045			36300			33000			24886			64000		
	LOW SALARY	23926			27000			22230			24000			14310			14310		
	FAC MIX PCT	0.27			0.26			0.40			0.04			0.06			1.00		
	SALARY FACTOR	1.09			1.18			1.25			1.24			0.93			1.07		
REGION #3	AVERAGE SALARY	47014	62		35866	78		32261	65		30400	4		20685	10		37285	215	
	HIGH SALARY	69700			47500			44996			34100			23640			69700		
	LOW SALARY	27000			23755			17500			27000			18000			17500		
	FAC MIX PCT	0.29			0.36			0.30			0.02			0.05			1.00		
	SALARY FACTOR	1.20			1.23			1.33			1.28			1.13			1.18		
REGION #4	AVERAGE SALARY	43536	47		34232	55		30301	72		29639	11		20102	32		32785	206	
	HIGH SALARY	74500			45000			37400			30000			30750			74500		
	LOW SALARY	34001			27321			18810			28000			16200			16200		
	FAC MIX PCT	0.23			0.27			0.35			0.05			0.16			1.00		
	SALARY FACTOR	1.12			1.18			1.25			1.25			1.10			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: COMPUTER & INFO SCIENCES
MAJOR FIELD: INFORMATION SCIENCES AND SYSTEMS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43585	36	7	33396	32	8	28979	34	7	27670	12	4	19000	1	1	35359	103	8
	HIGH SALARY	62000			40200			35000			34000			19000			62000		
	LOW SALARY	31500			27400			22000			22000			19000			19000		
	FAC MIX PCT	0.35			0.31			0.33			0.12			0.01			1.00		
	SALARY FACTOR	1.12			1.15			1.19			1.17			1.04			1.12		
REGION #1	AVERAGE SALARY	43405	17		34012	14		31372	11		28333	3					37123	42	
	HIGH SALARY	62000			38665			35000			34000						62000		
	LOW SALARY	31500			31000			22000			22000						22000		
	FAC MIX PCT	0.40			0.33			0.26			0.07						1.00		
	SALARY FACTOR	1.11			1.17			1.29			1.24						1.18		
REGION #2	AVERAGE SALARY	37000	4		31500	4		28300	2					19000	1		31782	11	
	HIGH SALARY	39800			33500			30800						19000			39800		
	LOW SALARY	34000			29700			25800						19000			19000		
	FAC MIX PCT	0.36			0.36			0.18						0.09			1.00		
	SALARY FACTOR	0.95			1.08			1.17						1.04			1.01		
REGION #3	AVERAGE SALARY	46182	7		32857	7		27749	15		27116	9					33431	29	
	HIGH SALARY	54513			35000			33200			30000						54513		
	LOW SALARY	37500			27400			24700			24700						24700		
	FAC MIX PCT	0.24			0.24			0.52			0.31						1.00		
	SALARY FACTOR	1.18			1.13			1.14			1.14						1.06		
REGION #4	AVERAGE SALARY	44988	8		33784	7		27891	6								36368	21	
	HIGH SALARY	59800			40200			31000									59800		
	LOW SALARY	36600			28200			23000									23000		
	FAC MIX PCT	0.38			0.33			0.29									1.00		
	SALARY FACTOR	1.15			1.16			1.15									1.15		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36527	4	2	29855	19	3	22620	7	2				18685	2	2	28408	32	3
	HIGH SALARY	38059			39205			24400						20450			39205		
	LOW SALARY	34943			23310			21500						16920			16920		
	FAC MIX PCT	0.13			0.59			0.22						0.06			1.00		
	SALARY FACTOR	0.94			1.02			0.93						1.02			0.90		
REGION #1	AVERAGE SALARY	36016	3		28742	9		22379	2								29391	14	
	HIGH SALARY	37132			31709			22700									37132		
	LOW SALARY	34943			23310			22058									22058		
	FAC MIX PCT	0.21			0.64			0.14									1.00		
	SALARY FACTOR	0.92			0.99			0.92									0.93		
REGION #2	AVERAGE SALARY	38059	1		39205	1								16920	1		31394	3	
	HIGH SALARY	38059			39205									16920			39205		
	LOW SALARY	38059			39205									16920			16920		
	FAC MIX PCT	0.33			0.33									0.33			1.00		
	SALARY FACTOR	0.98			1.35									0.92			0.99		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY				29930	9		22716	5					20450	1		26893	15	
	HIGH SALARY				35428			24400						20450			35428		
	LOW SALARY				24966			21500						20450			20450		
	FAC MIX PCT				0.60			0.33						0.07			1.00		
	SALARY FACTOR				1.03			0.94						1.12			0.85		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35572	473	38	28211	398	41	22224	267	38	20849	32	17	16843	36	15	29466	1174	41
	HIGH SALARY	65217			39235			35867			24600			28750			65217		
	LOW SALARY	25018			20006			16737			17500			8720			8720		
	FAC MIX PCT	0.40			0.34			0.23			0.03			0.03			1.00		
	SALARY FACTOR	0.91			0.97			0.92			0.88			0.92			0.93		
REGION #1	AVERAGE SALARY	32462	99		25814	69		21419	60		20579	12		17837	11		27097	239	
	HIGH SALARY	51500			32541			24561			24500			23373			51500		
	LOW SALARY	25016			20006			18450			18450			13000			13000		
	FAC MIX PCT	0.41			0.29			0.25			0.05			0.05			1.00		
	SALARY FACTOR	0.83			0.89			0.88			0.87			0.97			0.86		
REGION #2	AVERAGE SALARY	33679	85		27716	70		21734	38		19333	3		14967	8		28599	201	
	HIGH SALARY	49249			36750			26245			22500			23262			49249		
	LOW SALARY	26834			21425			17495			17500			11668			11668		
	FAC MIX PCT	0.42			0.35			0.19			0.01			0.04			1.00		
	SALARY FACTOR	0.86			0.95			0.90			0.82			0.82			0.91		
REGION #3	AVERAGE SALARY	37599	230		29159	185		22753	129		21114	14		20137	9		31028	553	
	HIGH SALARY	65217			39235			35867			24600			28750			65217		
	LOW SALARY	25501			21563			17000			17998			10500			10500		
	FAC MIX PCT	0.42			0.33			0.23			0.03			0.02			1.00		
	SALARY FACTOR	0.96			1.00			0.94			0.89			1.10			0.98		
REGION #4	AVERAGE SALARY	35615	59		28545	74		22193	40		22208	3		13644	8		28787	181	
	HIGH SALARY	58401			38555			30510			22574			24240			58401		
	LOW SALARY	26850			21061			16737			22000			8720			8720		
	FAC MIX PCT	0.33			0.41			0.22			0.02			0.04			1.00		
	SALARY FACTOR	0.91			0.98			0.91			0.94			0.75			0.91		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: ELEMENTARY EDUCATION, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37482	65	13	27678	95	13	21763	48	12	20723	3	3	17078	9	2	28866	217	13
	HIGH SALARY	51382			37635			28442			22500			20500			51382		
	LOW SALARY	28000			23050			18788			19000			15000			15000		
	FAC MIX PCT	0.30			0.44			0.22			0.01			0.04			1.00		
	SALARY FACTOR	0.96			0.95			0.90			0.87			0.93			0.91		
REGION #1	AVERAGE SALARY	36201	25		28457	22		22049	16		20750	2		17750	2		29528	65	
	HIGH SALARY	51382			32802			27090			22500			20500			51382		
	LOW SALARY	29520			25567			18788			19000			15000			15000		
	FAC MIX PCT	0.38			0.34			0.25			0.03			0.03			1.00		
	SALARY FACTOR	0.93			0.98			0.91			0.87			0.97			0.94		
REGION #2	AVERAGE SALARY	38158	15		28453	31		21918	15					16886	7		27961	68	
	HIGH SALARY	48889			37635			28442						17700			48889		
	LOW SALARY	28000			23050			19000						16000			16000		
	FAC MIX PCT	0.22			0.46			0.22						0.10			1.00		
	SALARY FACTOR	0.98			0.98			0.90						0.92			0.89		
REGION #3	AVERAGE SALARY	41460	9		29202	3											38395	12	
	HIGH SALARY	49386			35381												49386		
	LOW SALARY	28068			23994												23994		
	FAC MIX PCT	0.75			0.25												1.00		
	SALARY FACTOR	1.06			1.00												1.22		
REGION #4	AVERAGE SALARY	36610	16		26506	39		21357	17		20670	1					27535	72	
	HIGH SALARY	49145			35310			26650			20670						49145		
	LOW SALARY	29795			23372			18859			20670						18859		
	FAC MIX PCT	0.22			0.54			0.24			0.01						1.00		
	SALARY FACTOR	0.94			0.91			0.88			0.87						0.87		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SECONDARY EDUCATION, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33876	77	11	27087	81	12	22213	34	10	19500	2	2	20898	4	4	28782	196	14
	HIGH SALARY	50418			37602			30370			20000			24675			50418		
	LOW SALARY	26400			21179			17672			19000			18000			17672		
	FAC MIX PCT	0.39			0.41			0.17			0.01			0.02			1.00		
	SALARY FACTOR	0.87			0.93			0.92			0.82			1.14			0.91		
REGION #1	AVERAGE SALARY	34801	25		28736	26		22821	6					19639	3		30216	60	
	HIGH SALARY	50418			37287			30370						21916			50418		
	LOW SALARY	27860			22504			18667						18000			18000		
	FAC MIX PCT	0.42			0.43			0.10						0.05			1.00		
	SALARY FACTOR	0.89			0.99			0.94						1.07			0.96		
REGION #2	AVERAGE SALARY	33038	32		25811	31		22248	21								27673	84	
	HIGH SALARY	46448			34000			25680									46448		
	LOW SALARY	26400			21620			17672									17672		
	FAC MIX PCT	0.38			0.37			0.25									1.00		
	SALARY FACTOR	0.85			0.89			0.92									0.88		
REGION #3	AVERAGE SALARY	38069	5		27028	5		21473	1								31541	11	
	HIGH SALARY	42840			37602			21473									42840		
	LOW SALARY	33532			21179			21473									21179		
	FAC MIX PCT	0.45			0.45			0.09									1.00		
	SALARY FACTOR	0.98			0.93			0.89									1.00		
REGION #4	AVERAGE SALARY	32722	15		26929	19		21603	6		19500	2		24675	1		28214	41	
	HIGH SALARY	37321			30629			23618			20000			24675			37321		
	LOW SALARY	28620			22140			19000			19000			24675			19000		
	FAC MIX PCT	0.37			0.46			0.15			0.05			0.02			1.00		
	SALARY FACTOR	0.84			0.92			0.89			0.82			1.35			0.89		

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                                          F A C U L T Y   S A L A R Y   S U R V E Y

                                             DISCIPLINE: EDUCATION
                                            MAJOR FIELD: HIGHER EDUCATION, GENERAL

                           PROFESSOR           ASSOC  PROF            ASST  PROF         NEW ASST PROF          INSTRUCTOR            ALL RANKS
                       ****************     ****************     ****************     ****************     ****************     ****************
                       SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS

ALL INST  AVERAGE SALARY 40240   17.  6      30534   10    5      24475    1    1                                                 36210   28    7
          HIGH SALARY    54000               35008                24475                                                           5400U
          LOW SALARY     30438               27693                24475                                                           24475
          FAC MIX PCT     0.61                0.36                 0.04                                                            1.00
          SALARY FACTOR   1.03                1.05                 1.01                                                            1.15

REGION #1 AVERAGE SALARY 44158    9          31063    7                                                                           38425   16
          HIGH SALARY    54000               35008                                                                                54000
          LOW SALARY     34108               27693                                                                                27693
          FAC MIX PCT     0.56                0.44                                                                                 1.00
          SALARY FACTOR   1.13                1.07                                                                                 1.22

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY 33116    4          28899    1                                                                           32272    5
          HIGH SALARY    35559               28899                                                                                35559
          LOW SALARY     30426               28899                                                                                28899
          FAC MIX PCT     0.63                0.20                                                                                 1.00
          SALARY FACTOR   0.85                0.99                                                                                 1.02

REGION #4 AVERAGE SALARY 38551    4          29500    2           24475    1                                                      33954    7
          HIGH SALARY    40400               29800                24475                                                           40400
          LOW SALARY     35798               29200                24475                                                           24475
          FAC MIX PCT     0.57                0.29                 0.14                                                            1.00
          SALARY FACTOR   0.99                1.01                 1.01                                                            1.08
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F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: ADULT AND CONTINUING EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37387	27	8	28579	35	9	25373	23	8	25975	2	1				30509	85	10
	HIGH SALARY	54685			35020			30556			27300						54685		
	LOW SALARY	27416			17240			20893			24650						17240		
	FAC MIX PCT	0.32			0.41			0.27			0.02						1.00		
	SALARY FACTOR	0.96			0.98			1.05			1.10						0.97		
REGION #1	AVERAGE SALARY	31767	1		25435	2		24000	1								26659	4	
	HIGH SALARY	31767			27169			24000									31767		
	LOW SALARY	31767			23700			24000									23700		
	FAC MIX PCT	0.25			0.50			0.25									1.00		
	SALARY FACTOR	0.81			0.87			0.99									0.84		
REGION #2	AVERAGE SALARY	33600	1		28598	11		24102	4								27786	16	
	HIGH SALARY	33600			35020			30000									35020		
	LOW SALARY	33600			23670			21500									21500		
	FAC MIX PCT	0.06			0.69			0.25									1.00		
	SALARY FACTOR	0.86			0.96			0.99									0.88		
REGION #3	AVERAGE SALARY	37500	1		30696	6		26953	8								29153	15	
	HIGH SALARY	37500			33356			30556									37500		
	LOW SALARY	37500			25527			23956									23956		
	FAC MIX PCT	0.07			0.40			0.53									1.00		
	SALARY FACTOR	0.96			1.05			1.11									0.92		
REGION #4	AVERAGE SALARY	37775	24		28165	16		24754	10		25975	2					32095	50	
	HIGH SALARY	54685			34231			29137			27300						54685		
	LOW SALARY	27416			17240			20893			24650						17240		
	FAC MIX PCT	0.48			0.32			0.20			0.04						1.00		
	SALARY FACTOR	0.97			0.97			1.02			1.10						1.02		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL EDUCATION, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34543	133	30	27609	150	33	22134	102	32	19650	10	9	18249	22	8	27996	407	35
	HIGH SALARY	51615			36840			30360			23000			24540			51615		
	LOW SALARY	22714			19467			15747			15747			12699			12699		
	FAC MIX PCT	0.33			0.37			0.25			0.02			0.05			1.00		
	SALARY FACTOR	0.88			0.95			0.91			0.83			1.00			0.89		
REGION #1	AVERAGE SALARY	34363	25		27674	27		22237	23		20157	3		21441	1		28146	76	
	HIGH SALARY	48220			34816			28572			20972			21441			48220		
	LOW SALARY	26426			23680			18000			19000			21441			18000		
	FAC MIX PCT	0.33			0.36			0.30			0.04			0.01			1.00		
	SALARY FACTOR	0.88			0.95			0.92			0.85			1.17			0.89		
REGION #2	AVERAGE SALARY	33081	28		26687	36		22184	25		22750	2		16597	4		26967	93	
	HIGH SALARY	41852			35800			25842			23000			18500			41852		
	LOW SALARY	27100			21500			17674			22500			15279			15279		
	FAC MIX PCT	0.30			0.39			0.27			0.02			0.04			1.00		
	SALARY FACTOR	0.85			0.92			0.91			0.96			0.81			0.85		
REGION #3	AVERAGE SALARY	36250	24		28330	39		22525	27		18337	4		20861	7		28134	97	
	HIGH SALARY	51615			36840			30360			20250			24540			51615		
	LOW SALARY	22714			20592			15747			15747			18180			15747		
	FAC MIX PCT	0.25			C.40			0.28			0.04			0.07			1.00		
	SALARY FACTOR	0.93			0.97			0.93			0.77			1.14			0.89		
REGION #4	AVERAGE SALARY	34622	56		27679	48		21607	27		17182	1		16762	10		28499	141	
	HIGH SALARY	48326			35200			27600			17182			20805			48326		
	LOW SALARY	24498			19467			17182			17182			12699			12699		
	FAC MIX PCT	0.40			0.34			0.19			0.01			0.07			1.00		
	SALARY FACTOR	0.89			0.95			0.89			0.72			0.92			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SPEECH DISABILITIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35183	1	1	29958	3	2	21700	15	3	20057	4	1	18269	7	4	22247	26	6
	HIGH SALARY	35183			33120			26992			20057			20160			35183		
	LOW SALARY	35183			27000			18000			20057			16584			16584		
	FAC MIX PCT	0.04			0.12			0.58			0.15			0.27			1.00		
	SALARY FACTOR	0.90			1.03			0.89			0.85			1.00			0.70		
REGION #1	AVERAGE SALARY	35183	1					22040	3					16584	1		23577	5	
	HIGH SALARY	35183						26992						16584			35183		
	LOW SALARY	35183						19166						16584			16584		
	FAC MIX PCT	0.20						0.60						0.20			1.00		
	SALARY FACTOR	0.90						0.91						0.91			0.75		
REGION #2	AVERAGE SALARY				30060	2		22000	1					19220	3		23296	6	
	HIGH SALARY				33120			22000						20160			33120		
	LOW SALARY				27000			22000						18670			18670		
	FAC MIX PCT				0.33			0.17						0.50			1.00		
	SALARY FACTOR				1.03			0.91						1.05			0.74		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY				29753	1		21580	11		20057	4		17880	3		21385	15	
	HIGH.SALARY				29753			26770			20057			19200			29753		
	LOW SALARY				29753			18000			20057			16590			16590		
	FAC MIX PCT				0.07			0.73			0.27			0.20			1.00		
	SALARY FACTOR				1.02			0.89			0.85			0.98			0.68		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: SPECIAL LEARNING DISABILITIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35819	6	1	28310	13	2	24438	13	2				17775	5	2	26743	37	2
	HIGH SALARY	46000			34327			32859						18840			46000		
	LOW SALARY	26597			19352			19784						16687			16687		
	FAC MIX PCT	0.16			0.35			0.35						0.14			1.00		
	SALARY FACTOR	0.92			0.97			1.01						0.97			0.85		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	35819	6		29057	12		25129	11					18840	1		28628	30	
	HIGH SALARY	46000			34327			32859						18840			46000		
	LOW SALARY	26597			22049			19784						18840			18840		
	FAC MIX PCT	0.20			0.40			0.37						0.03			1.00		
	SALARY FACTOR	0.92			1.00			1.04						1.03			0.91		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY				19352	1		20635	2					17509	4		18665	7	
	HIGH SALARY				19352			21056						18320			21056		
	LOW SALARY				19352			20025						16687			16687		
	FAC MIX PCT				0.14			0.29						0.57			1.00		
	SALARY FACTOR				0.66			0.85						0.96			0.59		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SOCIAL FOUNDATIONS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35366	48	10	28661	42	10	22748	11	6							31203	101	12
	HIGH SALARY	50579			40133			26000									50579		
	LOW SALARY	25934			21061			18600									18600		
	FAC MIX PCT	0.48			0.42			0.11									1.00		
	SALARY FACTOR	0.91			0.98			0.94									0.99		
REGION #1	AVERAGE SALARY	37888	8		31272	1											37152	9	
	HIGH SALARY	44687			31272												44687		
	LOW SALARY	30744			31272												30744		
	FAC MIX PCT	0.89			0.11												1.00		
	SALARY FACTOR	0.97			1.07												1.18		
REGION #2	AVERAGE SALARY	34413	5		30600	2		22600	4								29424	11	
	HIGH SALARY	43267			33100			26000									43267		
	LOW SALARY	30300			28100			19200									19200		
	FAC MIX PCT	0.45			0.18			0.36									1.00		
	SALARY FACTOR	0.88			1.05			0.93									0.93		
REGION #3	AVERAGE SALARY	39022	11		31124	7		22441	1								35238	19	
	HIGH SALARY	50579			38835			22441									50579		
	LOW SALARY	32169			28914			22441									22441		
	FAC MIX PCT	0.58			0.37			0.05									1.00		
	SALARY FACTOR	1.00			1.07			0.92									1.12		
REGION #4	AVERAGE SALARY	33048	24		27920	32		22899	6								28418	62	
	HIGH SALARY	44200			40133			26000									44200		
	LOW SALARY	25934			21061			18600									18600		
	FAC MIX PCT	0.39			0.52			0.10									1.00		
	SALARY FACTOR	0.85			0.96			0.94									0.93		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATIONAL PSYCHOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35685	184	24	27388	149	24	21976	81	21	21190	10	7	20333	3	3	30061	427	26
	HIGH SALARY	58381			34480			30200			25000			23500			58381		
	LOW SALARY	23354			18314			17000			18000			18000			17000		
	FAC MIX PCT	0.45			0.35			0.19			0.02			0.01			1.00		
	SALARY FACTOR	0.91			0.94			0.91			0.89			1.11			0.95		
REGION #1	AVERAGE SALARY	35382	22		28987	12		21229	9		25000	1					30642	43	
	HIGH SALARY	46252			33440			25000			25000						46252		
	LOW SALARY	28908			24816			18500			25000						18500		
	FAC MIX PCT	0.51			0.28			0.21			0.02						1.00		
	SALARY FACTOR	0.91			1.00			0.88			1.05						0.97		
REGION #2	AVERAGE SALARY	36024	51		27126	45		21954	43		21000	6		23500	1		28752	140	
	HIGH SALARY	50160			33625			28500			23500			23500			50160		
	LOW SALARY	24650			20000			17000			20000			23500			17000		
	FAC MIX PCT	0.36			0.32			0.31			0.04			0.01			1.00		
	SALARY FACTOR	0.92			0.93			0.90			0.89			1.28			0.91		
REGION #3	AVERAGE SALARY	36045	74		26916	54		22083	22		20300	3		18750	2		30554	152	
	HIGH SALARY	54634			33600			30200			22500			19500			54634		
	LOW SALARY	23725			18314			18000			18000			18000			18000		
	FAC MIX PCT	0.49			0.36			0.14			0.02			0.01			1.00		
	SALARY FACTOR	0.92			0.92			0.91			0.86			1.02			0.97		
REGION #4	AVERAGE SALARY	34887	47		27863	36		22700	7								31058	92	
	HIGH SALARY	58381			34480			26194									58381		
	LOW SALARY	23354			22969			19312									19312		
	FAC MIX PCT	0.51			0.41			0.08									1.00		
	SALARY FACTOR	0.89			0.96			0.94									0.98		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: PRE-ELEMENTARY EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41122	2	2	28235	4	2	22917	7	3				17784	1	1	26671	14	8
	HIGH SALARY	50234			30799			25789						17784			50234		
	LOW SALARY	32010			25259			18500						17784			17784		
	FAC MIX PCT	0.14			0.29			0.50						0.07			1.00		
	SALARY FACTOR	1.05			0.87			0.84						0.87			0.84		
REGION #1	AVERAGE SALARY				26202	2		18500	1					17784	1		22174	4	
	HIGH SALARY				27144			18500						17784			27144		
	LOW SALARY				25259			18500						17784			17784		
	FAC MIX PCT				0.50			0.25						0.25			1.00		
	SALARY FACTOR				0.80			0.76						0.87			0.70		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	32010	1		30267	2		24322	5								26769	8	
	HIGH SALARY	32010			30799			25789									32010		
	LOW SALARY	32010			29735			22555									22555		
	FAC MIX PCT	0.13			0.25			0.63									1.00		
	SALARY FACTOR	0.82			1.04			1.00									0.85		
REGION #4	AVERAGE SALARY	50234	1					20306	1								35271	2	
	HIGH SALARY	50234						20306									50234		
	LOW SALARY	50234						20306									20306		
	FAC MIX PCT	0.50						0.50									1.00		
	SALARY FACTOR	1.29						0.84									1.12		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATIONAL STATISTICS AND RESEARCH

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37002	11	5	29568	11	4	24733	5	3	26000	1	1				31701	27	5
	HIGH SALARY	47093			48200			27600			26000						48200		
	LOW SALARY	26600			24930			19200			26000						19200		
	FAC MIX PCT	0.41			0.41			0.19			0.04						1.00		
	SALARY FACTOR	0.95			1.03			1.02			1.10						1.00		
REGION #1	AVERAGE SALARY	34287	2														34287	2	
	HIGH SALARY	36535															36535		
	LOW SALARY	32038															32038		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	0.88															1.08		
REGION #2	AVERAGE SALARY	37958	2		30667	3		24682	2		26000	1					31040	7	
	HIGH SALARY	39788			30867			26000			26000						39788		
	LOW SALARY	36127			30311			23364			26000						23364		
	FAC MIX PCT	0.29			0.43			0.29			0.14						1.00		
	SALARY FACTOR	0.97			1.05			1.02			1.10						0.98		
REGION #3	AVERAGE SALARY	43262	3		30831	1		27501	1								37623	5	
	HIGH SALARY	47093			30831			27501									47093		
	LOW SALARY	40675			30831			27501									27501		
	FAC MIX PCT	0.60			0.20			0.20									1.00		
	SALARY FACTOR	1.11			1.06			1.13									1.19		
REGION #4	AVERAGE SALARY	33185	4		28817	7		23400	2								29381	13	
	HIGH SALARY	42600			48200			27600									48200		
	LOW SALARY	26600			24930			19200									19200		
	FAC MIX PCT	0.31			0.54			0.15									1.00		
	SALARY FACTOR	0.85			0.99			0.96									0.93		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: STUDENT PERSONNEL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34601	80	19	27483	62	19	22664	43	18	21760	6	6	21401	2	2	29355	187	20
	HIGH SALARY	47091			35839			30233			25560			24672			47091		
	LOW SALARY	22638			22118			18000			20000			18130			18000		
	FAC MIX PCT	0.43			0.33			0.23			0.03			0.01			1.00		
	SALARY FACTOR	0.89			0.94			0.93			0.92			1.17			0.93		
REGION #1	AVERAGE SALARY	37589	25		27441	10		21403	12		20000	3					31297	47	
	HIGH SALARY	46791			31215			25080			20000						46791		
	LOW SALARY	31776			22800			18500			20000						18500		
	FAC MIX PCT	0.53			0.21			0.26			0.06						1.00		
	SALARY FACTOR	0.96			0.94			0.88			0.84						0.99		
REGION #2	AVERAGE SALARY	32970	11		28087	16		22059	10								27909	37	
	HIGH SALARY	39445			35839			26873									39445		
	LOW SALARY	25858			22118			18000									18000		
	FAC MIX PCT	0.30			0.43			0.27									1.00		
	SALARY FACTOR	0.84			0.96			0.91									0.88		
REGION #3	AVERAGE SALARY	30591	18		29762	11		24753	7		25000	1					29202	36	
	HIGH SALARY	38600			33092			27313			25000						38600		
	LOW SALARY	22638			25299			22715			25000						22638		
	FAC MIX PCT	0.50			0.31			0.19			0.03						1.00		
	SALARY FACTOR	0.78			1.02			1.02			1.05						0.92		
REGION #4	AVERAGE SALARY	35194	26		26111	25		23132	14		22780	2		21401	2		28872	67	
	HIGH SALARY	47091			31800			30233			25560			24672			47091		
	LOW SALARY	26475			24030			18699			20000			18130			18130		
	FAC MIX PCT	0.39			0.37			0.21			0.03			0.03			1.00		
	SALARY FACTOR	0.90			0.90			0.95			0.96			1.17			0.91		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATIONAL ADMINISTRATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39063	192	34	30622	143	34	22823	60	25	21573	6	4	17832	4	4	33382	399	35
	HIGH SALARY	60000			43856			27087			22219			20500			60000		
	LOW SALARY	25934			21848			18000			20000			14646			14646		
	FAC MIX PCT	0.48			0.36			0.15			0.02			0.01			1.00		
	SALARY FACTOR	1.00			1.05			0.94			0.91			0.97			1.06		
REGION #1	AVERAGE SALARY	37195	29		30109	18		23793	17					20500	1		31471	65	
	HIGH SALARY	47489			39280			27087						20500			47489		
	LOW SALARY	29270			25452			20992						20500			20500		
	FAC MIX PCT	0.45			0.28			0.26						0.02			1.00		
	SALARY FACTOR	0.95			1.03			0.98						1.12			1.00		
REGION #2	AVERAGE SALARY	40047	55		29757	35		22068	15		22000	1					34049	105	
	HIGH SALARY	60000			36871			26600			22000						60000		
	LOW SALARY	27406			22190			18000			22000						18000		
	FAC MIX PCT	0.52			0.33			0.14			0.01						1.00		
	SALARY FACTOR	1.03			1.02			0.91			0.93						1.08		
REGION #3	AVERAGE SALARY	40789	47		30994	25		22009	9		21000	3					35679	81	
	HIGH SALARY	55831			38097			24200			21500						55831		
	LOW SALARY	27887			23460			20000			20000						20000		
	FAC MIX PCT	0.58			0.31			0.11			0.04						1.00		
	SALARY FACTOR	1.04			1.06			0.91			0.89						1.13		
REGION #4	AVERAGE SALARY	37732	61		31086	65		22937	19		22219	2		16942	3		32492	148	
	HIGH SALARY	51911			43856			26428			22219			20000			51911		
	LOW SALARY	25934			21848			18704			22219			14646			14646		
	FAC MIX PCT	0.41			0.44			0.13			0.01			0.02			1.00		
	SALARY FACTOR	0.97			1.07			0.95			0.94			0.93			1.03		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: CURRICULUM AND INSTRUCTION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35642	304	32	28114	244	31	22312	171	29	20662	17	10	20130	13	10	29743	732	34
	HIGH SALARY	55642			39800			33266			25000			30700			55642		
	LOW SALARY	24769			19806			16500			18500			15000			15000		
	FAC MIX PCT	0.42			0.33			0.23			0.02			0.02			1.00		
	SALARY FACTOR	0.91			0.97			0.92			0.87			1.10			0.94		
REGION #1	AVERAGE SALARY	36050	17		29140	22		23650	20		22167	3		21530	2		29016	61	
	HIGH SALARY	46092			34426			29614			25000			22569			46092		
	LOW SALARY	30850			21600			19500			19500			20491			19500		
	FAC MIX PCT	0.28			0.36			0.33			0.05			0.03			1.00		
	SALARY FACTOR	0.92			1.00			0.97			0.93			1.18			0.92		
REGION #2	AVERAGE SALARY	35797	77		27832	67		21669	56		19406	8		19383	2		29075	202	
	HIGH SALARY	49550			37441			33266			21000			19766			49550		
	LOW SALARY	25000			21935			16500			18500			19000			16500		
	FAC MIX PCT	0.38			0.33			0.28			0.04			0.01			1.00		
	SALARY FACTOR	0.92			0.96			0.89			0.82			1.06			0.92		
REGION #3	AVERAGE SALARY	38366	85		28045	63		23214	37		21000	1		22493	4		31623	189	
	HIGH SALARY	52415			38880			30656			21000			30700			52415		
	LOW SALARY	26253			20637			18500			21000			19000			18500		
	FAC MIX PCT	0.45			0.33			0.20			0.01			0.02			1.00		
	SALARY FACTOR	0.98			0.96			0.96			0.89			1.23			1.00		
REGION #4	AVERAGE SALARY	33639	125		28121	92		21897	58		21700	5		17978	5		29114	280	
	HIGH SALARY	55642			39800			26997			24000			21600			55642		
	LOW SALARY	24769			19806			16800			18999			15000			15000		
	FAC MIX PCT	0.45			0.33			0.21			0.02			0.02			1.00		
	SALARY FACTOR	0.86			0.97			0.90			0.91			0.98			0.92		

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                                    F A C U L T Y   S A L A R Y   S U R V E Y

                                         DISCIPLINE: EDUCATION
                                        MAJOR FIELD: READING EDUCATION

                                PROFESSOR            ASSOC  PROF            ASST  PROF         NEW ASST PROF          INSTRUCTOR            ALL RANKS
                            ================      ================      ================      ================      ================      ================
                            SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS      SALARY  NUM N/IS

ALL INST  AVERAGE SALARY    40301    13    5      27385     8    3      21668     3    1                                                 33666    24    5
          HIGH SALARY       66923                 31306                 23142                                                             66923
          LOW SALARY        28738                 24677                 19086                                                             19086
          FAC MIX PCT        0.54                  0.33                  0.13                                                              1.00
          SALARY FACTOR      1.03                  0.94                  0.89                                                              1.07

REGION #1 AVERAGE SALARY    34660     5           25877     4                                                                             30756     9
          HIGH SALARY       44530                 27383                                                                                   44530
          LOW SALARY        28738                 24677                                                                                   24677
          FAC MIX PCT        0.56                  0.44                                                                                    1.00
          SALARY FACTOR      0.89                  0.89                                                                                    0.97

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY    49588     3           30306     1                                                                             44767     4
          HIGH SALARY       66923                 30306                                                                                   66923
          LOW SALARY        38480                 30306                                                                                   30306
          FAC MIX PCT        0.75                  0.25                                                                                    1.00
          SALARY FACTOR      1.27                  1.04                                                                                    1.42

REGION #4 AVERAGE SALARY    40370     5           28421     3           21668     3                                                     32010    11
          HIGH SALARY       53834                 31306                 23142                                                             53834
          LOW SALARY        31359                 26137                 19086                                                             19086
          FAC MIX PCT        0.45                  0.27                  0.27                                                              1.00
          SALARY FACTOR      1.03                  0.98                  0.89                                                              1.01
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FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: ART EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35120	11	4	26276	12	5	22569	11	4							27938	34	6
	HIGH SALARY	58368			32040			28666									58368		
	LOW SALARY	24021			21393			19000									19000		
	FAC MIX PCT	0.32			0.35			0.32									1.00		
	SALARY FACTOR	0.90			0.90			0.93									0.89		
REGION #1	AVERAGE SALARY				27185	3		21725	2								25001	5	
	HIGH SALARY				30500			24449									30500		
	LOW SALARY				24700			19000									19000		
	FAC MIX PCT				0.60			0.40									1.00		
	SALARY FACTOR				0.93			0.90									0.79		
REGION #2	AVERAGE SALARY	30967	3		26500	1		22900	1								28460	5	
	HIGH SALARY	33800			26500			22900									33800		
	LOW SALARY	29100			26500			22900									22900		
	FAC MIX PCT	0.60			0.20			0.20									1.00		
	SALARY FACTOR	0.79			0.91			0.94									0.90		
REGION #3	AVERAGE SALARY	45512	3		31280	3		23438	6								30917	12	
	HIGH SALARY	58368			32040			28666									58368		
	LOW SALARY	40320			30600			20160									20160		
	FAC MIX PCT	0.25			0.25			0.50									1.00		
	SALARY FACTOR	1.17			1.07			0.97									0.98		
REGION #4	AVERAGE SALARY	31377	5		22683	5		20640	2								25964	12	
	HIGH SALARY	40443			25077			21937									40443		
	LOW SALARY	24021			21393			19343									19343		
	FAC MIX PCT	0.42			0.42			0.17									1.00		
	SALARY FACTOR	0.80			0.78			0.85									0.82		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: MUSIC EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	30362	20	4	24654	13	5	20285	12	5	20500	1	1	16965	1	1	25829	46	6
	HIGH SALARY	40247			30094			25000			20500			16965			40247		
	LOW SALARY	26051			22163			13349			20500			16965			13349		
	FAC MIX PCT	0.43			0.28			0.26			0.02			0.02			1.00		
	SALARY FACTOR	0.78			0.85			0.84			0.86			0.93			0.82		
REGION #1	AVERAGE SALARY	32526	3		26244	4		24723	2								28000	9	
	HIGH SALARY	36864			30094			25000									36864		
	LOW SALARY	29612			22163			24446									22163		
	FAC MIX PCT	0.33			0.44			0.22									1.00		
	SALARY FACTOR	0.83			0.90			1.02									0.89		
REGION #2	AVERAGE SALARY	33695	4		24262	2		20581	4								26962	10	
	HIGH SALARY	40247			26115			21781									40247		
	LOW SALARY	29365			22409			19500									19500		
	FAC MIX PCT	0.40			0.20			0.40									1.00		
	SALARY FACTOR	0.86			0.83			0.85									0.84		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	28838	13		23857	7		18608	6		20500	1		16965	1		24833	27	
	HIGH SALARY	32720			26135			20500			20500			16965			32720		
	LOW SALARY	26051			22688			13349			20500			16965			13349		
	FAC MIX PCT	0.48			0.26			0.22			0.04			0.04			1.00		
	SALARY FACTOR	0.74			0.82			0.77			0.86			0.93			0.79		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: MATHEMATICS EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38020	9	2	27713	7	3	26000	1	1	26000	1	1	21250	2	1	31825	19	3
	HIGH SALARY	46833			31909			26000			26000			24000			46833		
	LOW SALARY	33546			24000			26000			26000			18500			18500		
	FAC MIX PCT	0.47			0.37			0.05			0.05			0.11			1.00		
	SALARY FACTOR	0.97			0.85			1.07			1.10			1.16			1.01		
REGION #1	AVERAGE SALARY				24350	2											24350	2	
	HIGH SALARY				24700												24700		
	LOW SALARY				24000												24000		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.84												0.77		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	38020	9		29059	5		26000	1		26000	1		21250	2		32704	17	
	HIGH SALARY	46833			31909			26000			26000			24000			46833		
	LOW SALARY	33546			26304			26000			26000			18500			18500		
	FAC MIX PCT	0.53			0.29			0.06			0.06			0.12			1.00		
	SALARY FACTOR	0.97			1.00			1.07			1.10			1.16			1.04		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: SCIENCE EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38686	6	1	26484	3	3	24900	2	1							32854	11	3
	HIGH SALARY	48257			29500			26500									48257		
	LOW SALARY	30122			23800			23800									23800		
	FAC MIX PCT	0.55			0.27			0.18									1.00		
	SALARY FACTOR	0.99			0.91			1.03									1.04		
REGION #1	AVERAGE SALARY				23800	1											23800	1	
	HIGH SALARY				23900												23900		
	LOW SALARY				23900												23900		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.82												0.76		
REGION #2	AVERAGE SALARY				29500	1		24900	2								26433	3	
	HIGH SALARY				29500			26500									29500		
	LOW SALARY				29500			23800									23800		
	FAC MIX PCT				0.33			0.67									1.00		
	SALARY FACTOR				1.01			1.03									0.84		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	38686	6		26083	1											36885	7	
	HIGH SALARY	48257			26083												48257		
	LOW SALARY	30122			26083												26083		
	FAC MIX PCT	0.86			0.14												1.00		
	SALARY FACTOR	0.99			0.90												1.17		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: PHYSICAL EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35336	233	57	27507	407	64	22291	385	64	20290	27	21	18460	142	43	26248	1167	65
	HIGH SALARY	50000			40970			32826			28000			29200			50000		
	LOW SALARY	18000			19210			14654			11423			12000			11423		
	FAC MIX PCT	0.20			0.35			0.33			0.02			0.12			1.00		
	SALARY FACTOR	0.91			0.94			0.92			0.86			1.01			0.83		
REGION #1	AVERAGE SALARY	34258	49		26867	84		21560	69		20025	6		17758	31		25637	233	
	HIGH SALARY	50000			36126			28000			28000			23540			50000		
	LOW SALARY	22581			20000			14654			16646			12921			12921		
	FAC MIX PCT	0.21			0.36			0.30			0.03			0.13			1.00		
	SALARY FACTOR	0.88			0.92			0.89			0.84			0.97			0.81		
REGION #2	AVERAGE SALARY	33462	48		27077	78		21848	105		20625	4		17439	28		25096	259	
	HIGH SALARY	45898			36911			27500			22500			26987			45898		
	LOW SALARY	23288			19758			15000			19500			13000			13000		
	FAC MIX PCT	0.19			0.30			0.41			0.02			0.11			1.00		
	SALARY FACTOR	0.86			0.93			0.90			0.87			0.95			0.79		
REGION #3	AVERAGE SALARY	37481	70		28711	134		23498	98		20225	9		19972	41		27966	343	
	HIGH SALARY	46959			40970			32826			23500			29200			46959		
	LOW SALARY	18000			19210			16578			11423			14500			11423		
	FAC MIX PCT	0.20			0.39			0.29			0.03			0.12			1.00		
	SALARY FACTOR	0.96			0.99			0.97			0.85			1.08			0.89		
REGION #4	AVERAGE SALARY	35225	66		26840	111		22103	113		20395	8		18182	42		25799	332	
	HIGH SALARY	47803			38100			29208			22500			26390			47803		
	LOW SALARY	27550			21000			16500			18000			12000			12000		
	FAC MIX PCT	0.20			0.33			0.34			0.02			0.13			1.00		
	SALARY FACTOR	0.90			0.92			0.91			0.86			0.99			0.82		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: HEALTH EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36708	29	10	29007	28	10	22970	31	7	19000	1	1	20322	8	5	28660	96	11
	HIGH SALARY	50657			38160			31155			19000			26361			50657		
	LOW SALARY	25080			21519			18126			19000			16990			16990		
	FAC MIX PCT	0.30			0.29			0.32			0.01			0.08			1.00		
	SALARY FACTOR	0.94			1.00			0.85			0.80			1.11			0.91		
REGION #1	AVERAGE SALARY	32829	5		25995	3		19692	3		19000	1		17600	1		26567	12	
	HIGH SALARY	37828			27745			20116			19000			17600			37828		
	LOW SALARY	26000			24100			19000			19000			17600			17600		
	FAC MIX PCT	0.42			0.25			0.25			0.08			0.08			1.00		
	SALARY FACTOR	0.84			0.89			0.81			0.80			0.96			0.84		
REGION #2	AVERAGE SALARY	36555	2		28422	3		24143	5					17187	2		26122	12	
	HIGH SALARY	39386			31559			31155						17385			39386		
	LOW SALARY	33723			23758			19484						16990			16990		
	FAC MIX PCT	0.17			0.25			0.42						0.17			1.00		
	SALARY FACTOR	0.94			0.98			1.00						0.94			0.83		
REGION #3	AVERAGE SALARY	37756	18		30135	14		23813	16					22427	4		30235	52	
	HIGH SALARY	50657			38160			30960						26361			50657		
	LOW SALARY	25080			21519			18126						19674			18126		
	FAC MIX PCT	0.35			0.27			0.31						0.08			1.00		
	SALARY FACTOR	0.97			1.03			0.98						1.23			0.96		
REGION #4	AVERAGE SALARY	36918	4		28382	8		21611	7					20889	1		27344	20	
	HIGH SALARY	39849			33415			22596						20889			39849		
	LOW SALARY	32389			24614			20082						20889			20082		
	FAC MIX PCT	0.20			0.40			0.35						0.05			1.00		
	SALARY FACTOR	0.95			0.97			0.89						1.14			0.87		

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                                    F A C U L T Y   S A L A R Y   S U R V E Y

                                          DISCIPLINE: EDUCATION
                                         MAJOR FIELD: BUSINESS, COMMERCE, & DISTRIB. EDUC

                           PROFESSOR          ASSOC  PROF          ASST  PROF        NEW ASST PROF        INSTRUCTOR           ALL RANKS
                        ***************    ***************    ***************    ***************    ***************    ***************
                        SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS

ALL INST  AVERAGE SALARY 32728    8    4    27520   12    5    24194    9    5    21267    2    2    19795    3    3    27162   32    6
          HIGH SALARY    37293              32253              28918              23000              22809              37293
          LOW SALARY     28307              25000              19534              19534              16875              16875
          FAC MIX PCT     0.25               0.38               0.28               0.06               0.09               1.00
          SALARY FACTOR   0.84               0.94               1.00               0.90               1.08               0.86

REGION #1 AVERAGE SALARY 32075    7         26776    8         23584    4         21267    2         18289    2         27126   21
          HIGH SALARY    36075              29800              26900              23000              19702              36075
          LOW SALARY     28307              25000              19534              19534              16875              16875
          FAC MIX PCT     0.33               0.38               0.19               0.10               0.10               1.00
          SALARY FACTOR   0.91               0.92               0.97               0.90               1.00               0.86

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #4 AVERAGE SALARY 37293    1         29010    4         24682    5                            22809    1         27231   11
          HIGH SALARY    37293              32253              28918                                 22809              37293
          LOW SALARY     37293              25675              23231                                 22809              22809
          FAC MIX PCT     0.09               0.36               0.45                                  0.09               1.00
          SALARY FACTOR   0.96               1.00               1.02                                  1.25               0.88
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FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: VOCATIONAL, AND TECHNICAL EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34235	101	25	28392	126	29	23619	82	24	22554	8	6	19354	26	12	28283	335	30
	HIGH SALARY	45250			44472			28792			28061			25501			45250		
	LOW SALARY	24543			21396			15200			19500			14459			14459		
	FAC MIX PCT	0.30			0.38			0.24			0.02			0.08			1.00		
	SALARY FACTOR	0.88			0.97			0.97			0.95			1.06			0.90		
REGION #1	AVERAGE SALARY	33819	7		26655	13		25047	3		24200	1		22800	2		28159	25	
	HIGH SALARY	36885			29126			26240			24200			25000			36885		
	LOW SALARY	29875			23405			24200			24200			20600			20600		
	FAC MIX PCT	0.28			0.52			0.12			0.04			0.08			1.00		
	SALARY FACTOR	0.87			0.92			1.03			1.02			1.25			0.89		
REGION #2	AVERAGE SALARY	34184	32		28475	36		23024	25					17378	13		27552	106	
	HIGH SALARY	45250			38200			28792						21525			45250		
	LOW SALARY	24543			21849			15200						14459			14459		
	FAC MIX PCT	0.30			0.34			0.24						0.12			1.00		
	SALARY FACTOR	0.88			0.88			0.95						0.95			0.87		
REGION #3	AVERAGE SALARY	33762	23		28572	26		24598	14		20875	2		20833	4		29066	67	
	HIGH SALARY	45075			35188			26237			21500			25501			45075		
	LOW SALARY	25992			21496			20290			20250			16079			16079		
	FAC MIX PCT	0.34			0.39			0.21			0.03			0.06			1.00		
	SALARY FACTOR	0.86			0.98			1.01			0.88			1.14			0.92		
REGION #4	AVERAGE SALARY	34632	39		28684	51		23542	40		22806	5		21137	7		28490	137	
	HIGH SALARY	43201			44472			28400			28081			23977			44472		
	LOW SALARY	26500			21396			18500			19500			17100			17100		
	FAC MIX PCT	0.28			0.37			0.29			0.04			0.05			1.00		
	SALARY FACTOR	0.89			0.98			0.97			0.97			1.15			0.90		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: AGRICULTURAL EDUCATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33850	34	13	27634	25	13	23360	27	12	24247	3	3	20220	24	3	26888	110	16
	HIGH SALARY	43353			36190			33542			31000			22724			43353		
	LOW SALARY	24625			18100			15986			20455			14205			14205		
	FAC MIX PCT	0.31			0.23			0.25			0.03			0.22			1.00		
	SALARY FACTOR	0.87			0.85			0.96			1.03			1.10			0.85		
REGION #1	AVERAGE SALARY	33813	4		25110	3		22144	2		21286	1					28319	9	
	HIGH SALARY	38091			26189			23002			21286						38091		
	LOW SALARY	29990			24431			21286			21286						21286		
	FAC MIX PCT	0.44			0.33			0.22			0.11						1.00		
	SALARY FACTOR	0.87			0.86			0.81			0.80						0.80		
REGION #2	AVERAGE SALARY	34274	21		28698	14		24240	15		31000	1		20220	24		26627	74	
	HIGH SALARY	43353			36150			33542			31000			22724			43353		
	LOW SALARY	24625			18100			15986			31000			14205			14205		
	FAC MIX PCT	0.28			0.19			0.20			0.01			0.32			1.00		
	SALARY FACTOR	0.88			0.90			1.00			1.31			1.10			0.84		
REGION #3	AVERAGE SALARY	30335	2		23544	2		24120	2								26002	6	
	HIGH SALARY	33867			25632			26856									33867		
	LOW SALARY	26802			21456			21402									21402		
	FAC MIX PCT	0.33			0.33			0.33									1.00		
	SALARY FACTOR	0.78			0.81			0.89									0.82		
REGION #4	AVERAGE SALARY	33602	7		27776	6		21822	8		20455	1					27440	21	
	HIGH SALARY	37754			29455			25724			20455						37754		
	LOW SALARY	28293			26019			19530			20455						19530		
	FAC MIX PCT	0.33			0.29			0.38			0.05						1.00		
	SALARY FACTOR	0.86			0.95			0.80			0.86						0.87		

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                                  F A C U L T Y   S A L A R Y   S U R V E Y

                                    DISCIPLINE: EDUCATION
                                   MAJOR FIELD: HOME ECONOMICS EDUCATION

                           PROFESSOR            ASSOC  PROF            ASST  PROF          NEW ASST PROF          INSTRUCTOR             ALL RANKS
                       ****************     ****************     ****************     ****************     ****************     ****************
                       SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS

ALL INST  AVERAGE SALARY 34945    10   7     27430    14   7     23311    13   7     24000     1   1     18400     1   1     27700    38   9
          HIGH SALARY    41522               31200               27630               24000               18400               41522
          LOW SALARY     26180               23002               18400               24000               18400               18400
          FAC MIX PCT     0.26                0.37                0.34                0.03                0.03                1.00
          SALARY FACTOR   0.90                0.94                0.96                1.01                1.01                0.88

REGION #1 AVERAGE SALARY 30881     3         24856     3         21823     4                               18400     1         24808    11
          HIGH SALARY    33419               27900               23522                                   18400               33419
          LOW SALARY     26180               23002               20364                                   18400               18400
          FAC MIX PCT     0.27                0.27                0.36                                    0.09                1.00
          SALARY FACTOR   0.79                0.85                0.90                                    1.01                0.79

REGION #2 AVERAGE SALARY 36303     6         27824    10         23361     5         24000     1                               29181    21
          HIGH SALARY    41522               30880               27630               24000                                   41522
          LOW SALARY     32850               24500               18400               24000                                   18400
          FAC MIX PCT     0.29                0.48                0.24                0.05                                    1.00
          SALARY FACTOR   0.83                0.96                0.96                1.01                                    0.92

REGION #3 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #4 AVERAGE SALARY 38083     1         31200     1         24698     4                                                   28162     6
          HIGH SALARY    38083               31200               27703                                                       38083
          LOW SALARY     38083               31200               21213                                                       21213
          FAC MIX PCT     0.17                0.17                0.67                                                        1.00
          SALARY FACTOR   1.00                1.07                1.02                                                        0.89
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F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35009	15	4	32033	5	2	25790	9	2				25442	1	1	31428	30	5
	HIGH SALARY	47515			36815			32789						25442			47515		
	LOW SALARY	26212			28568			18925						25442			18925		
	FAC MIX PCT	0.50			0.17			0.30						0.03			1.00		
	SALARY FACTOR	0.90			1.10			1.06						1.39			1.00		
REGION #1	AVERAGE SALARY													25442	1		25442	1	
	HIGH SALARY													25442			25442		
	LOW SALARY													25442			25442		
	FAC MIX PCT													1.00			1.00		
	SALARY FACTOR													1.39			0.81		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	36636	8		32529	2		25790	9								31066	19	
	HIGH SALARY	47515			36815			32789									47515		
	LOW SALARY	26212			28568			18925									18925		
	FAC MIX PCT	0.42			0.11			0.47									1.00		
	SALARY FACTOR	0.94			1.12			1.06									0.98		
REGION #4	AVERAGE SALARY	33149	7		31703	3											32715	10	
	HIGH SALARY	38835			34252												38835		
	LOW SALARY	28280			29892												28280		
	FAC MIX PCT	0.70			0.30												1.00		
	SALARY FACTOR	0.85			1.09												1.04		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44112	90	15	32603	70	14	28452	86	12	30306	12	3	19539	12	7	34626	258	19
	HIGH SALARY	70500			42000			38135			34500			23988			70500		
	LOW SALARY	28779			18446			18900			28000			15660			15660		
	FAC MIX PCT	0.35			0.27			0.33			0.05			0.05			1.00		
	SALARY FACTOR	1.13			1.12			1.17			1.28			1.07			1.10		
REGION #1	AVERAGE SALARY	34214	3		21208	2		26051	3					18144	2		25949	10	
	HIGH SALARY	36999			23970			27520						18720			36999		
	LOW SALARY	30143			18446			24847						17568			17568		
	FAC MIX PCT	0.30			0.20			0.30						0.20			1.00		
	SALARY FACTOR	0.88			0.73			1.07						0.99			0.82		
REGION #2	AVERAGE SALARY	39999	12		30813	23		24270	20					20957	2		30105	57	
	HIGH SALARY	47925			38790			38135						21402			47925		
	LOW SALARY	34075			24293			21375						20511			20511		
	FAC MIX PCT	0.21			0.40			0.35						0.04			1.00		
	SALARY FACTOR	1.02			1.06			1.00						1.14			0.95		
REGION #3	AVERAGE SALARY	47147	50		37314	27		32032	41		30350	10		23244	2		39372	120	
	HIGH SALARY	70500			42000			38000			34500			23988			70500		
	LOW SALARY	29400			30700			26528			28000			22500			22500		
	FAC MIX PCT	0.42			0.23			0.34			0.08			0.02			1.00		
	SALARY FACTOR	1.21			1.28			1.32			1.28			1.27			1.25		
REGION #4	AVERAGE SALARY	41203	25		29088	18		25909	22		30084	2		18297	6		31456	71	
	HIGH SALARY	60910			36060			34832			31388			23700			60910		
	LOW SALARY	28779			22050			18900			28779			15660			15660		
	FAC MIX PCT	0.35			0.25			0.31			0.03			0.08			1.00		
	SALARY FACTOR	1.06			1.00			1.07			1.27			1.00			1.00		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ENGINEERING
MAJOR FIELD: AEROSPACE ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	45639	179	20	32871	68	18	29850	67	19	26785	2	2	21211	4	3	39274	318	20
	HIGH SALARY	70840			46000			38500			29000			27873			70840		
	LOW SALARY	27125			20000			19644			24570			18180			18180		
	FAC MIX PCT	0.56			0.21			0.21			0.01			0.01			1.00		
	SALARY FACTOR	1.17			1.13			1.23			1.13			1.16			1.24		
REGION #1	AVERAGE SALARY	43699	12		35635	4		31364	5		29000	1					39226	21	
	HIGH SALARY	48315			36000			33860			29000						48315		
	LOW SALARY	35044			34558			29000			29000						29000		
	FAC MIX PCT	0.57			0.19			0.24			0.05						1.00		
	SALARY FACTOR	1.12			1.22			1.29			1.22						1.24		
REGION #2	AVERAGE SALARY	42467	55		32202	26		29825	28					23386	2		36529	111	
	HIGH SALARY	62998			39123			33867						27873			62998		
	LOW SALARY	27200			20000			26500						18900			18900		
	FAC MIX PCT	0.50			0.23			0.25						0.02			1.00		
	SALARY FACTOR	1.09			1.11			1.23						1.28			1.16		
REGION #3	AVERAGE SALARY	50236	69		38755	11		33779	17								46050	97	
	HIGH SALARY	70840			46000			38500									70840		
	LOW SALARY	34800			30100			29400									29400		
	FAC MIX PCT	0.71			0.11			0.18									1.00		
	SALARY FACTOR	1.29			1.33			1.39									1.46		
REGION #4	AVERAGE SALARY	42859	43		30706	27		25517	17		24570	1		19035	2		35324	89	
	HIGH SALARY	59326			45171			31000			24570			19890			59326		
	LOW SALARY	27125			24725			19644			24570			18180			18180		
	FAC MIX PCT	0.48			0.30			0.19			0.01			0.02			1.00		
	SALARY FACTOR	1.10			1.05			1.05			1.04			1.04			1.12		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ENGINEERING
MAJOR FIELD: AGRICULTURAL ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37477	189	32	30057	132	29	26831	104	28	28770	7	6	19938	23	8	31918	448	32
	HIGH SALARY	56203			40664			35800			30206			29900			56203		
	LOW SALARY	22907			20889			18534			26657			14442			14442		
	FAC MIX PCT	0.42			0.29			0.23			0.02			0.05			1.00		
	SALARY FACTOR	0.96			1.03			1.11			1.21			1.08			1.01		
REGION #1	AVERAGE SALARY	33543	28		27905	18		26034	11					17574	1		30083	58	
	HIGH SALARY	42605			34544			32081						17574			42605		
	LOW SALARY	25082			23161			22501						17574			17574		
	FAC MIX PCT	0.48			0.31			0.19						0.02			1.00		
	SALARY FACTOR	0.86			0.96			1.07						0.96			0.85		
REGION #2	AVERAGE SALARY	35378	52		28585	36		25675	43		29688	2		18787	16		29070	147	
	HIGH SALARY	51480			36914			30298			30206			23325			51480		
	LOW SALARY	22907			22044			19634			29170			14442			14442		
	FAC MIX PCT	0.35			0.24			0.29			0.01			0.11			1.00		
	SALARY FACTOR	0.91			0.98			1.06			1.25			1.03			0.92		
REGION #3	AVERAGE SALARY	41044	43		31467	25		27999	16		27812	1		27080	2		35507	86	
	HIGH SALARY	53800			38451			35800			27812			29900			53800		
	LOW SALARY	31566			20889			18534			27812			24240			18534		
	FAC MIX PCT	0.50			0.29			0.19			0.01			0.02			1.00		
	SALARY FACTOR	1.05			1.08			1.15			1.17			1.48			1.12		
REGION #4	AVERAGE SALARY	38476	66		31122	53		28000	34		28551	4		21565	4		33294	157	
	HIGH SALARY	56203			40664			33460			29455			24000			56203		
	LOW SALARY	25282			23728			23357			26657			19059			19059		
	FAC MIX PCT	0.42			0.34			0.22			0.03			0.03			1.00		
	SALARY FACTOR	0.99			1.07			1.15			1.20			1.18			1.06		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ENGINEERING
MAJOR FIELD: BIOENGINEERING AND BIOMEDICAL ENGR

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41454	10	5	30803	5	3	26764	7	4	31000	1	1				34361	22	6
	HIGH SALARY	60000			38000			33000			31000						60000		
	LOW SALARY	30400			27500			21400			31000						21400		
	FAC MIX PCT	0.45			0.23			0.32			0.05						1.00		
	SALARY FACTOR	1.06			1.06			1.10			1.31						1.08		
REGION #1	AVERAGE SALARY	33719	1		29307	1		24983	1								29366	3	
	HIGH SALARY	33719			29307			24983									33719		
	LOW SALARY	33719			29307			24983									24983		
	FAC MIX PCT	0.33			0.33			0.33									1.00		
	SALARY FACTOR	0.86			1.01			1.03									0.83		
REGION #2	AVERAGE SALARY	40876	1														40876	1	
	HIGH SALARY	40876															40876		
	LOW SALARY	40876															40876		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	1.05															1.29		
REGION #3	AVERAGE SALARY	45433	3					32000	2		31000	1					40059	5	
	HIGH SALARY	57300						33000			31000						57300		
	LOW SALARY	38000						31000			31000						31000		
	FAC MIX PCT	0.60						0.40			0.20						1.00		
	SALARY FACTOR	1.16						1.32			1.31						1.27		
REGION #4	AVERAGE SALARY	40729	5		31280	4		24592	4								32855	13	
	HIGH SALARY	60000			38000			29300									60000		
	LOW SALARY	30400			27500			21400									21400		
	FAC MIX PCT	0.38			0.31			0.31									1.00		
	SALARY FACTOR	1.04			1.07			1.01									1.04		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: CHEMICAL ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43449	282	43	33583	113	43	30383	127	43	28559	13	11	14620	3	3	38000	525	45
	HIGH SALARY	70300			49600			38000			31000			18700			70300		
	LOW SALARY	24591			22282			20430			26080			11659			11659		
	FAC MIX PCT	0.54			0.22			0.24			0.03			0.01			1.00		
	SALARY FACTOR	1.11			1.15			1.25			1.20			0.80			1.20		
REGION #1	AVERAGE SALARY	40043	44		32524	17		28491	15		27995	4					36073	76	
	HIGH SALARY	52400			49074			30900			30000						52400		
	LOW SALARY	32844			24417			26060			26080						24417		
	FAC MIX PCT	0.58			0.22			0.20			0.05						1.00		
	SALARY FACTOR	1.03			1.12			1.17			1.18						1.14		
REGION #2	AVERAGE SALARY	42478	64		32152	39		29709	37		28000	2					37009	160	
	HIGH SALARY	70005			40000			39000			28000						70005		
	LOW SALARY	24591			22282			20430			28000						20430		
	FAC MIX PCT	0.53			0.24			0.23			0.01						1.00		
	SALARY FACTOR	1.09			1.10			1.22			1.18						1.17		
REGION #3	AVERAGE SALARY	48831	73		36376	25		32168	37		29502	1		11659	1		41734	136	
	HIGH SALARY	70300			49600			38000			29502			11659			70300		
	LOW SALARY	34800			29808			24657			29502			11659			11659		
	FAC MIX PCT	0.54			0.18			0.27			0.01			0.01			1.00		
	SALARY FACTOR	1.28			1.25			1.33			1.24			0.64			1.32		
REGION #4	AVERAGE SALARY	41456	81		33710	33		30064	38		28963	6		16100	2		36674	153	
	HIGH SALARY	64500			38000			35600			31000			18700			64500		
	LOW SALARY	26370			29455			21870			27750			13500			13500		
	FAC MIX PCT	0.53			0.21			0.25			0.04			0.01			1.00		
	SALARY FACTOR	1.06			1.16			1.24			1.22			0.88			1.16		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: PETROLEUM ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	45382	47	8	38128	16	8	32242	14	6	32002	5	4	20318	4	2	40440	81	8
	HIGH SALARY	69990			43596			41454			40005			24272			69990		
	LOW SALARY	23874			31200			20000			20000			19000			19000		
	FAC MIX PCT	0.58			0.20			0.17			0.06			0.05			1.00		
	SALARY FACTOR	1.16			1.31			1.33			1.35			1.11			1.28		
REGION #1	AVERAGE SALARY	44266	6		36447	1											43149	7	
	HIGH SALARY	49060			36447												49060		
	LOW SALARY	36513			36447												36447		
	FAC MIX PCT	0.86			0.14												1.00		
	SALARY FACTOR	1.13			1.25												1.27		
REGION #2	AVERAGE SALARY	45768	34		37604	9		31087	10		26000	2		24272	1		41290	54	
	HIGH SALARY	69990			43596			41454			32000			24272			69990		
	LOW SALARY	23874			31200			20000			20000			24272			20000		
	FAC MIX PCT	0.63			0.17			0.19			0.04			0.02			1.00		
	SALARY FACTOR	1.17			1.29			1.28			1.10			1.33			1.31		
REGION #3	AVERAGE SALARY	40194	1		38449	1		39006	2		39006	2					39163	4	
	HIGH SALARY	40194			38449			40005			40005						40194		
	LOW SALARY	40194			38449			38007			38007						38007		
	FAC MIX PCT	0.25			0.25			0.50			0.50						1.00		
	SALARY FACTOR	1.03			1.32			1.61			1.64						1.24		
REGION #4	AVERAGE SALARY	45178	6		39342	5		31250	2		30000	1		19000	3		36705	16	
	HIGH SALARY	53329			43500			32500			30000			19000			53329		
	LOW SALARY	37012			36800			30000			30000			19000			19000		
	FAC MIX PCT	0.38			0.31			0.13			0.06			0.19			1.00		
	SALARY FACTOR	1.16			1.35			1.29			1.26			1.04			1.16		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: CIVIL ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41440	557	54	32732	339	53	29035	269	48	28701	31	20	21759	15	11	35859	1180	54
	HIGH SALARY	69995			52907			38500			34000			29062			69995		
	LOW SALARY	23162			17000			17685			22200			10730			10730		
	FAC MIX PCT	0.47			0.29			0.23			0.03			0.01			1.00		
	SALARY FACTOR	1.06			1.12			1.20			1.21			1.19			1.14		
REGION #1	AVERAGE SALARY	37353	104		30923	64		27752	38		27570	6		24565	3		33454	209	
	HIGH SALARY	53660			41144			32000			30000			28000			53660		
	LOW SALARY	23162			22422			22200			22200			22716			22200		
	FAC MIX PCT	0.50			0.31			0.18			0.03			0.01			1.00		
	SALARY FACTOR	0.96			1.06			1.14			1.16			1.34			1.06		
REGION #2	AVERAGE SALARY	41165	200		32277	110		28363	91		28392	3		19296	5		35618	406	
	HIGH SALARY	69995			44200			35600			30500			24500			69995		
	LOW SALARY	24013			25000			17685			27175			10730			10730		
	FAC MIX PCT	0.49			0.27			0.22			0.01			0.01			1.00		
	SALARY FACTOR	1.05			1.11			1.17			1.20			1.05			1.13		
REGION #3	AVERAGE SALARY	45342	147		34652	81		31247	70		29500	11					39125	298	
	HIGH SALARY	67600			45000			38500			34000						67600		
	LOW SALARY	27551			24543			24498			24498						24498		
	FAC MIX PCT	0.49			0.27			0.23			0.04						1.00		
	SALARY FACTOR	1.16			1.19			1.29			1.24						1.24		
REGION #4	AVERAGE SALARY	40555	106		32854	84		28393	70		28604	11		22315	7		34465	267	
	HIGH SALARY	54600			52907			34000			30450			29062			54600		
	LOW SALARY	25000			17000			21061			26000			17500			17000		
	FAC MIX PCT	0.40			0.31			0.26			0.04			0.03			1.00		
	SALARY FACTOR	1.04			1.13			1.17			1.21			1.22			1.09		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ELECTRICAL ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43119	639	56	34153	392	57	30192	277	55	30220	50	27	18972	32	14	37247	1340	58
	HIGH SALARY	72178			44640			38500			34000			28125			72178		
	LOW SALARY	21984			17741			18271			25000			12826			12826		
	FAC MIX PCT	0.48			0.29			0.21			0.04			0.02			1.00		
	SALARY FACTOR	1.10			1.17			1.24			1.27			1.04			1.18		
REGION #1	AVERAGE SALARY	40730	110		31579	69		27968	33		27888	8		20191	3		35547	215	
	HIGH SALARY	56800			37816			33000			32000			21500			56800		
	LOW SALARY	27840			22000			22422			25000			18892			18892		
	FAC MIX PCT	0.51			0.32			0.15			0.04			0.01			1.00		
	SALARY FACTOR	1.04			1.08			1.15			1.18			1.10			1.13		
REGION #2	AVERAGE SALARY	41817	188		34081	121		29348	86		29783	8		17013	6		36437	401	
	HIGH SALARY	69997			43650			35000			31000			21333			69997		
	LOW SALARY	26935			20775			18271			26000			12826			12826		
	FAC MIX PCT	0.47			0.30			0.21			0.02			0.01			1.00		
	SALARY FACTOR	1.07			1.17			1.21			1.26			0.93			1.15		
REGION #3	AVERAGE SALARY	45863	185		37380	107		32278	89		31379	20		21858	3		40162	384	
	HIGH SALARY	71200			44640			38500			34000			26000			71200		
	LOW SALARY	31500			27400			23166			28000			17575			17575		
	FAC MIX PCT	0.48			0.28			0.23			0.05			0.01			1.00		
	SALARY FACTOR	1.17			1.28			1.33			1.32			1.19			1.27		
REGION #4	AVERAGE SALARY	43119	156		32480	95		29619	69		30147	14		18944	20		35984	340	
	HIGH SALARY	72178			41057			33644			33000			28125			72178		
	LOW SALARY	21984			17741			19188			27000			13333			13333		
	FAC MIX PCT	0.46			0.28			0.20			0.04			0.06			1.00		
	SALARY FACTOR	1.10			1.12			1.22			1.27			1.03			1.14		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ENGINEERING
MAJOR FIELD: MECHANICAL ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42240	537	53	33120	307	51	29530	243	49	29129	27	20	20261	36	14	36292	1123	53
	HIGH SALARY	65400			45500			39104			35500			32000			65400		
	LOW SALARY	23300			19950			14500			21000			14357			14357		
	FAC MIX PCT	0.48			0.27			0.22			0.02			0.03			1.00		
	SALARY FACTOR	1.08			1.14			1.22			1.23			1.11			1.15		
REGION #1	AVERAGE SALARY	38159	93		29794	44		27057	40		27264	6		20051	4		33271	181	
	HIGH SALARY	59584			34619			31700			31000			24000			59584		
	LOW SALARY	28276			25750			21000			21000			16000			16000		
	FAC MIX PCT	0.51			0.24			0.22			0.03			0.02			1.00		
	SALARY FACTOR	0.98			1.02			1.12			1.15			1.10			1.05		
REGION #2	AVERAGE SALARY	41293	140		33353	88		29423	82		28200	7		17703	13		35166	323	
	HIGH SALARY	63200			43470			35000			31000			25729			63200		
	LOW SALARY	23300			19950			14500			26200			14357			14357		
	FAC MIX PCT	0.43			0.27			0.25			0.02			0.04			1.00		
	SALARY FACTOR	1.06			1.15			1.21			1.19			0.97			1.11		
REGION #3	AVERAGE SALARY	46286	168		35252	87		31445	67		31438	8		29000	1		40182	323	
	HIGH SALARY	65400			45500			39104			35500			29000			65400		
	LOW SALARY	30626			25245			14726			29000			29000			14726		
	FAC MIX PCT	0.52			0.27			0.21			0.02						1.00		
	SALARY FACTOR	1.19			1.21			1.30			1.33			1.58			1.27		
REGION #4	AVERAGE SALARY	41009	136		32444	88		29150	54		29001	6		21671	18		35123	296	
	HIGH SALARY	61746			41250			34400			31500			32000			61746		
	LOW SALARY	27024			21006			22775			26000			16214			16214		
	FAC MIX PCT	0.46			0.30			0.18			0.02			0.06			1.00		
	SALARY FACTOR	1.05			1.11			1.20			1.22			1.18			1.11		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: INDUSTRIAL AND MANAGEMENT ENGR

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43275	161	31	33678	120	30	29581	95	30	30438	8	7	21982	12	7	36295	388	32
	HIGH SALARY	72175			43129			37867			34000			30400			72175		
	LOW SALARY	27538			21060			16800			28500			16300			16300		
	FAC MIX PCT	0.41			0.31			0.24			0.02			0.03			1.00		
	SALARY FACTOR	1.11			1.16			1.22			1.28			1.20			1.15		
REGION #1	AVERAGE SALARY	40606	14		33215	16		26527	13					22666	2		33113	45	
	HIGH SALARY	48013			39556			29915						23085			48013		
	LOW SALARY	28000			25658			21840						22248			21840		
	FAC MIX PCT	0.31			0.36			0.29						0.04			1.00		
	SALARY FACTOR	1.04			1.14			1.09						1.24			1.05		
REGION #2	AVERAGE SALARY	40933	57		32497	35		28833	29		29500	3		23148	1		35490	122	
	HIGH SALARY	60000			39312			33962			31000			23148			60000		
	LOW SALARY	27538			26776			16800			28500			23148			16800		
	FAC MIX PCT	0.47			0.29			0.24			0.02			0.01			1.00		
	SALARY FACTOR	1.05			1.12			1.19			1.24			1.26			1.12		
REGION #3	AVERAGE SALARY	47212	28		35308	28		31570	23		31250	2		28850	2		38201	81	
	HIGH SALARY	70387			43129			37867			33500			30400			70387		
	LOW SALARY	32500			28581			25487			29000			27300			25487		
	FAC MIX PCT	0.35			0.35			0.28			0.02			0.02			1.00		
	SALARY FACTOR	1.21			1.21			1.30			1.32			1.58			1.21		
REGION #4	AVERAGE SALARY	44253	62		33754	41		30102	30		30833	3		19657	7		36916	140	
	HIGH SALARY	72175			41200			34700			34000			25000			72175		
	LOW SALARY	29925			21060			25020			28500			16300			16300		
	FAC MIX PCT	0.44			0.29			0.21			0.02			0.05			1.00		
	SALARY FACTOR	1.13			1.16			1.24			1.30			1.07			1.17		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: METALLURGICAL ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44382	52	8	34282	18	6	31340	10	6							40478	80	8
	HIGH SALARY	68100			43500			40000									68100		
	LOW SALARY	24000			28125			25600									24000		
	FAC MIX PCT	0.65			0.23			0.13									1.00		
	SALARY FACTOR	1.14			1.18			1.29									1.28		
REGION #1	AVERAGE SALARY	40193	8		32905	1		29928	1								38437	10	
	HIGH SALARY	45018			32905			29928									45018		
	LOW SALARY	32886			32905			29928									29928		
	FAC MIX PCT	0.80			0.10			0.10									1.00		
	SALARY FACTOR	1.03			1.13			1.23									1.22		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	50135	26		36252	9		32926	6								44568	41	
	HIGH SALARY	68100			43500			40000									68100		
	LOW SALARY	24000			30586			25600									24000		
	FAC MIX PCT	0.63			0.22			0.15									1.00		
	SALARY FACTOR	1.28			1.24			1.36									1.41		
REGION #4	AVERAGE SALARY	37933	18		32238	8		28638	3								35400	29	
	HIGH SALARY	46125			35819			30000									46125		
	LOW SALARY	30975			28125			27237									27237		
	FAC MIX PCT	0.62			0.28			0.10									1.00		
	SALARY FACTOR	0.97			1.11			1.18									1.12		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: MATERIALS ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	46835	81	11	34511	32	10	29076	25	12	27500	2	2	21840	1	1	40624	139	12
	HIGH SALARY	64900			42700			37000			29000			21840			64900		
	LOW SALARY	30560			22300			24196			26000			21840			21840		
	FAC MIX PCT	0.58			0.23			0.18			0.01			0.01			1.00		
	SALARY FACTOR	1.20			1.18			1.20			1.16			1.19			1.29		
REGION #1	AVERAGE SALARY	39267	8		30455	4		25925	2								34843	14	
	HIGH SALARY	48177			30843			26000									48177		
	LOW SALARY	36054			30188			25850									25850		
	FAC MIX PCT	0.57			0.29			0.14									1.00		
	SALARY FACTOR	1.01			1.05			1.07									1.10		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	50568	41		36458	20		30249	13		26000	1		21840	1		42900	75	
	HIGH SALARY	64900			42700			33400			26000			21840			64900		
	LOW SALARY	36300			29450			24840			26000			21840			21840		
	FAC MIX PCT	0.55			0.27			0.17			0.01			0.01			1.00		
	SALARY FACTOR	1.30			1.25			1.25			1.10			1.19			1.36		
REGION #4	AVERAGE SALARY	43945	32		31674	8		28183	10		29000	1					38829	50	
	HIGH SALARY	55028			36692			37000			29000						55028		
	LOW SALARY	30560			22300			24196			29000						22300		
	FAC MIX PCT	0.64			0.16			0.20			0.02						1.00		
	SALARY FACTOR	1.13			1.09			1.16			1.22						1.23		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ENGINEERING
MAJOR FIELD: CERAMIC ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41973	30	6	35811	11	5	31542	6	4	34000	1	1				39199	47	6
	HIGH SALARY	60600			41280			36000			34000						60600		
	LOW SALARY	29367			30318			27818			34000						27818		
	FAC MIX PCT	0.64			0.23			0.13			0.02						1.00		
	SALARY FACTOR	1.08			1.23			1.30			1.43						1.24		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	38630	17					27961	2								37506	19	
	HIGH SALARY	49107						27981									49107		
	LOW SALARY	29367						27818									27818		
	FAC MIX PCT	0.89						0.11									1.00		
	SALARY FACTOR	0.99						1.15									1.19		
REGION #3	AVERAGE SALARY	51121	6		36725	7		34333	3		34000	1					41674	16	
	HIGH SALARY	60600			41280			36000			34000						60600		
	LOW SALARY	45800			31000			33000			34000						31000		
	FAC MIX PCT	0.38			0.44			0.19			0.06						1.00		
	SALARY FACTOR	1.31			1.26			1.42			1.43						1.32		
REGION #4	AVERAGE SALARY	42252	7		34212	4		30331	1								38578	12	
	HIGH SALARY	54684			37638			30331									54684		
	LOW SALARY	37751			30318			30331									30318		
	FAC MIX PCT	0.58			0.33			0.08									1.00		
	SALARY FACTOR	1.08			1.17			1.25									1.22		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: TEXTILE ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37270	14	3	33889	9	3	29008	4	3							34918	27	3
	HIGH SALARY	43348			36000			30574									43348		
	LOW SALARY	31320			29520			27000									27000		
	FAC MIX PCT	0.52			0.33			0.15									1.00		
	SALARY FACTOR	0.95			1.16			1.20									1.11		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	37270	14		33889	9		29008	4								34918	27	
	HIGH SALARY	43348			36000			30574									43348		
	LOW SALARY	31320			29520			27000									27000		
	FAC MIX PCT	0.52			0.33			0.15									1.00		
	SALARY FACTOR	0.95			1.16			1.20									1.11		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ENGINEERING
MAJOR FIELD: MINING AND MINERAL ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42903	22	8	34166	20	9	31836	6	4	30200	2	2	23000	1	1	37575	49	10
	HIGH SALARY	61712			42000			34500			32900			23000			61712		
	LOW SALARY	25014			25866			27500			27500			23000			23000		
	FAC MIX PCT	0.45			0.41			0.12			0.04			0.02			1.00		
	SALARY FACTOR	1.10			1.17			1.31			1.27			1.26			1.19		
REGION #1	AVERAGE SALARY	41806	11		30272	5		27500	1		27500	1		23000	1		36762	18	
	HIGH SALARY	57475			35184			27500			27500			23000			57475		
	LOW SALARY	25014			28063			27500			27500			23000			23000		
	FAC MIX PCT	0.61			0.28			0.06			0.06			0.06			1.00		
	SALARY FACTOR	1.07			1.04			1.13			1.16			1.26			1.16		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	43693	4		34559	6											38213	10	
	HIGH SALARY	50880			41160												50880		
	LOW SALARY	37602			25866												25866		
	FAC MIX PCT	0.40			0.60												1.00		
	SALARY FACTOR	1.12			1.19												1.21		
REGION #4	AVERAGE SALARY	44176	7		36067	9		32703	5		32900	1					37968	21	
	HIGH SALARY	61712			42000			34500			32900						61712		
	LOW SALARY	30100			30846			29515			32900						29515		
	FAC MIX PCT	0.33			0.43			0.24			0.05						1.00		
	SALARY FACTOR	1.13			1.24			1.35			1.39						1.20		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ENGINEERING
MAJOR FIELD: NUCLEAR ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	45485	100	16	34838	35	14	31254	31	11	33667	3	1				40582	166	16
	HIGH SALARY	69300			42989			39000			34000						69300		
	LOW SALARY	27623			24949			19986			33500						19986		
	FAC MIX PCT	0.60			0.21			0.19			0.02						1.00		
	SALARY FACTOR	1.17			1.20			1.28			1.42						1.29		
REGION #1	AVERAGE SALARY	43401	5		33737	4		26835	2								36874	11	
	HIGH SALARY	53609			35300			27170									53609		
	LOW SALARY	34355			31941			26500									26500		
	FAC MIX PCT	0.45			0.36			0.18									1.00		
	SALARY FACTOR	1.11			1.16			1.1[illegible]									1.17		
REGION #2	AVERAGE SALARY	40791	17		32853	5		30904	5								37490	27	
	HIGH SALARY	47610			37500			32175									47610		
	LOW SALARY	31797			28277			28000									28000		
	FAC MIX PCT	0.63			0.19			0.19									1.00		
	SALARY FACTOR	1.05			1.13			1.27									1.19		
REGION #3	AVERAGE SALARY	51583	44		38686	11		33748	17		33667	3					45401	72	
	HIGH SALARY	69300			42989			39000			34000						69300		
	LOW SALARY	38842			31000			30000			33500						30000		
	FAC MIX PCT	0.61			0.15			0.24			0.04						1.00		
	SALARY FACTOR	1.32			1.33			1.38			1.42						1.44		
REGION #4	AVERAGE SALARY	40248	34		32970	15		26709	7								36606	56	
	HIGH SALARY	61744			40870			35000									61744		
	LOW SALARY	27623			24949			19986									19986		
	FAC MIX PCT	0.61			0.27			0.13									1.00		
	SALARY FACTOR	1.03			1.13			1.10									1.16		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING MECHANICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43908	72	8	32919	26	5	30879	37	7				20400	4	2	37708	139	8
	HIGH SALARY	65000			41600			35900						22000			65000		
	LOW SALARY	32610			23500			26250						18600			18600		
	FAC MIX PCT	0.52			0.19			0.27						0.03			1.00		
	SALARY FACTOR	1.12			1.13			1.27						1.11			1.19		
REGION #1	AVERAGE SALARY	41200	1														41200	1	
	HIGH SALARY	41200															41200		
	LOW SALARY	41200															41200		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	1.06															1.30		
REGION #2	AVERAGE SALARY	40583	12		31187	7		28333	6					21000	1		34473	26	
	HIGH SALARY	53509			32800			30000						21000			53509		
	LOW SALARY	33545			29618			27000						21000			21000		
	FAC MIX PCT	0.46			0.27			0.23						0.04			1.00		
	SALARY FACTOR	1.04			1.07			1.17						1.15			1.09		
REGION #3	AVERAGE SALARY	50287	15		38683	6		33443	14								41560	35	
	HIGH SALARY	65000			41600			35900									65000		
	LOW SALARY	35700			36720			31080									31080		
	FAC MIX PCT	0.43			0.17			0.40									1.00		
	SALARY FACTOR	1.29			1.33			1.38									1.32		
REGION #4	AVERAGE SALARY	42702	44		31192	13		29667	17					20200	3		37004	77	
	HIGH SALARY	64500			37000			34400						22000			64500		
	LOW SALARY	32610			23500			26250						18600			18600		
	FAC MIX PCT	0.57			0.17			0.22						0.04			1.00		
	SALARY FACTOR	1.09			1.07			1.22						1.10			1.17		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENVIRONMENTAL AND SANITARY ENGR

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39800	34	5	31262	19	5	26197	13	4				21488	5	2	33735	71	5
	HIGH SALARY	62826			34331			30762						22800			62826		
	LOW SALARY	30409			26271			23500						18726			18726		
	FAC MIX PCT	0.48			0.27			0.18						0.07			1.00		
	SALARY FACTOR	1.02			1.07			1.08						1.17			1.07		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	42640	5		32992	5		24600	3								34766	13	
	HIGH SALARY	52700			33500			25400									52700		
	LOW SALARY	37600			32800			23500									23500		
	FAC MIX PCT	0.38			0.38			0.23									1.00		
	SALARY FACTOR	1.09			1.13			1.01									1.10		
REGION #3	AVERAGE SALARY	38226	5		29727	2		27038	4								32612	11	
	HIGH SALARY	42894			30735			29475									42894		
	LOW SALARY	35487			28719			24300									24300		
	FAC MIX PCT	0.45			0.18			0.36									1.00		
	SALARY FACTOR	0.98			1.02			1.11									1.03		
REGION #4	AVERAGE SALARY	39536	24		30797	12		26436	6					21488	5		33712	47	
	HIGH SALARY	62826			34331			30762						22800			62826		
	LOW SALARY	30409			26271			24300						18726			18726		
	FAC MIX PCT	0.51			0.26			0.13						0.11			1.00		
	SALARY FACTOR	1.01			1.06			1.09						1.17			1.07		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: OCEAN ENGINEERING

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	45038	25	4	35485	11	4	28541	6	2							40179	42	4
	HIGH SALARY	67000			40800			36244									67000		
	LOW SALARY	32424			30256			19306									19306		
	FAC MIX PCT	0.60			0.26			0.14									1.00		
	SALARY FACTOR	1.15			1.22			1.18									1.27		
REGION #1	AVERAGE SALARY	37332	5		31328	2											35616	7	
	HIGH SALARY	44412			32400												44412		
	LOW SALARY	32424			30256												30256		
	FAC MIX PCT	0.71			0.29												1.00		
	SALARY FACTOR	0.96			1.08												1.13		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	47195	16		36828	8		31000	2								42759	26	
	HIGH SALARY	67000			40800			32000									67000		
	LOW SALARY	35990			32[illegible]0			30000									30000		
	FAC MIX PCT	0.62			0.31			0.08									1.00		
	SALARY FACTOR	1.21			1.2[illegible]			1.28									1.35		
REGION #4	AVERAGE SALARY	46044	4		33056	1		27312	4								36275	9	
	HIGH SALARY	53691			33056			36244									53691		
	LOW SALARY	37974			33056			19306									19306		
	FAC MIX PCT	0.44			0.11			0.44									1.00		
	SALARY FACTOR	1.18			1.13			1.13									1.15		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37567	36	10	29634	52	12	25724	51	13	21748	6	5	18428	13	6	29242	152	15
	HIGH SALARY	50600			38525			40000			26500			26460			50600		
	LOW SALARY	25201			24595			18270			18800			11725			11725		
	FAC MIX PCT	0.24			0.34			0.34			0.04			0.09			1.00		
	SALARY FACTOR	0.86			1.02			1.06			0.92			1.01			0.93		
REGION #1	AVERAGE SALARY							25800	1								25800	1	
	HIGH SALARY							25800									25800		
	LOW SALARY							25800									25800		
	FAC MIX PCT							1.00									1.00		
	SALARY FACTOR							1.06									0.82		
REGION #2	AVERAGE SALARY	36908	17		29290	32		25245	26		22275	1		23395	2		29453	77	
	HIGH SALARY	48980			35020			32400			22275			26460			48980		
	LOW SALARY	25201			24595			18270			22275			20330			18270		
	FAC MIX PCT	0.22			0.42			0.34			0.01			0.03			1.00		
	SALARY FACTOR	0.95			1.01			1.04			0.94			1.28			0.93		
REGION #3	AVERAGE SALARY	37860	11		30065	10		26428	20		21090	4		17041	9		27981	50	
	HIGH SALARY	50600			38525			40000			26500			21836			50600		
	LOW SALARY	28634			26400			18500			18800			11725			11725		
	FAC MIX PCT	0.22			0.20			0.40			0.08			0.18			1.00		
	SALARY FACTOR	0.97			1.03			1.09			0.89			0.93			0.89		
REGION #4	AVERAGE SALARY	38563	8		30302	10		25295	4		23850	1		19704	2		31337	24	
	HIGH SALARY	45095			35131			28331			23850			24000			45095		
	LOW SALARY	34019			26424			23850			23850			15408			15408		
	FAC MIX PCT	0.33			0.42			0.17			0.04			0.08			1.00		
	SALARY FACTOR	0.99			1.04			1.04			1.01			1.08			0.99		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING SYSTEMS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42530	11	3	32241	6	2	27941	4	2	28800	2	1	19098	2	1	35271	23	3
	HIGH SALARY	62600			37400			30600			30600			19098			62600		
	LOW SALARY	33755			29511			26600			27000			19098			19098		
	FAC MIX PCT	0.48			0.26			0.17			0.09			0.09			1.00		
	SALARY FACTOR	1.09			1.11			1.15			1.21			1.04			1.12		
REGION #1	AVERAGE SALARY	38715	3														38715	3	
	HIGH SALARY	44860															44860		
	LOW SALARY	33755															33755		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	0.99															1.23		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	36695	4		31557	3		28800	2		28800	2		19098	2		30658	11	
	HIGH SALARY	38889			35604			30600			30600			19098			38889		
	LOW SALARY	34434			29511			27000			27000			19098			19098		
	FAC MIX PCT	0.36			0.27			0.18			0.18			0.18			1.00		
	SALARY FACTOR	0.94			1.08			1.19			1.21			1.04			0.97		
REGION #4	AVERAGE SALARY	51227	4		32925	3		27081	2								39760	9	
	HIGH SALARY	62600			37400			27800									62600		
	LOW SALARY	36400			30600			26600									26600		
	FAC MIX PCT	0.44			0.33			0.22									1.00		
	SALARY FACTOR	1.31			1.13			1.12									1.26		

FACULTY SALARY SURVEY

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41984	59	11	32531	49	10	28900	58	11	30000	1	1	21503	14	4	33601	180	13
	HIGH SALARY	67680			40080			37080			30000			29835			67680		
	LOW SALARY	26807			16454			19000			30000			15430			15430		
	FAC MIX PCT	0.33			0.27			0.32			0.01			0.08			1.00		
	SALARY FACTOR	1.08			1.12			1.19			1.26			1.17			1.06		
REGION #1	AVERAGE SALARY	38113	20		27297	7		24518	10								32392	37	
	HIGH SALARY	66101			32041			33000									66101		
	LOW SALARY	26807			16454			19000									16454		
	FAC MIX PCT	0.54			0.19			0.27									1.00		
	SALARY FACTOR	0.98			0.94			1.01									1.03		
REGION #2	AVERAGE SALARY	37497	5		29976	3		28094	2					23243	4		30469	14	
	HIGH SALARY	45653			32303			30020						26168			45653		
	LOW SALARY	29970			27541			26168						17618			17618		
	FAC MIX PCT	0.36			0.21			0.14						0.29			1.00		
	SALARY FACTOR	0.86			1.03			1.16						1.27			0.97		
REGION #3	AVERAGE SALARY	48604	14		33223	18		28692	25					21748	3		34349	60	
	HIGH SALARY	67680			40080			37080						29335			67680		
	LOW SALARY	34704			25173			22185						15430			15430		
	FAC MIX PCT	0.23			0.30			0.42						0.05			1.00		
	SALARY FACTOR	1.25			1.14			1.18						1.19			1.09		
REGION #4	AVERAGE SALARY	42341	20		34048	21		31312	21		30000	1		20404	7		34235	69	
	HIGH SALARY	59642			38652			34231			30000			24392			59642		
	LOW SALARY	36060			27321			23922			30000			18728			18728		
	FAC MIX PCT	0.29			0.30			0.30			0.01			0.10			1.00		
	SALARY FACTOR	1.08			1.17			1.29			1.26			1.11			1.08		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: FINE ARTS, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35578	103	14	26085	121	13	20633	108	15	18760	5	5	17356	21	5	26667	353	15
	HIGH SALARY	54366			36520			33955			21000			24000			54366		
	LOW SALARY	22433			19463			14600			15000			11250			11250		
	FAC MIX PCT	0.29			0.34			0.3[illegible]			0.01			0.06			1.00		
	SALARY FACTOR	0.91			0.90			0.85			0.79			0.95			0.84		
REGION #1	AVERAGE SALARY	32376	6		24755	6		20300	3		19000	1					26912	15	
	HIGH SALARY	39600			27500			21700			19000						39600		
	LOW SALARY	27800			23200			19000			19000						19000		
	FAC MIX PCT	0.40			0.40			0.20			0.07						1.00		
	SALARY FACTOR	0.83			0.85			0.84			0.80						0.85		
REGION #2	AVERAGE SALARY	30675	3		23625	7		18681	8					19073	3		22098	21	
	HIGH SALARY	35438			26078			21600						20183			35438		
	LOW SALARY	22433			19463			17213						17213			17213		
	FAC MIX PCT	0.14			0.33			0.38						0.14			1.00		
	SALARY FACTOR	0.79			0.81			0.77						1.04			0.70		
REGION #3	AVERAGE SALARY	36226	57		27043	56		21005	54		19000	1					28224	167	
	HIGH SALARY	46801			36520			28680			19000						46801		
	LOW SALARY	28000			22557			16000			19000						16000		
	FAC MIX PCT	0.34			0.34			0.32			0.01						1.00		
	SALARY FACTOR	0.93			0.93			0.87			0.80						0.89		
REGION #4	AVERAGE SALARY	35496	37		25537	52		20552	43		18600	3		17070	18		25549	150	
	HIGH SALARY	54366			33137			33955			21000			24000			54366		
	LOW SALARY	24570			20183			14600			15000			11250			11250		
	FAC MIX PCT	0.25			0.35			0.29			0.02			0.12			1.00		
	SALARY FACTOR	0.91			0.88			0.85			0.78			0.93			0.81		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: ART

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33126	386	54	25680	382	55	20466	278	52	19567	49	25	18636	19	13	26891	1065	55
	HIGH SALARY	60000			37304			28025			27000			28000			60000		
	LOW SALARY	23479			18286			15946			14401			12000			12000		
	FAC MIX PCT	0.36			0.36			0.26			0.05			0.02			1.00		
	SALARY FACTOR	0.85			0.88			0.84			0.82			1.02			0.85		
REGION #1	AVERAGE SALARY	32013	117		25688	71		20427	64		20365	11		16449	7		26895	259	
	HIGH SALARY	51500			35000			24735			24600			20000			51500		
	LOW SALARY	23479			18286			16896			17000			12000			12000		
	FAC MIX PCT	0.45			0.27			0.25			0.04			0.03			1.00		
	SALARY FACTOR	0.82			0.88			0.84			0.86			0.90			0.86		
REGION #2	AVERAGE SALARY	33846	94		24903	112		20496	84		20322	6		19000	2		26473	282	
	HIGH SALARY	58260			34589			27000			27000			21000			58260		
	LOW SALARY	24600			19000			15946			17500			17000			15946		
	FAC MIX PCT	0.32			0.38			0.29			0.03			0.01			1.00		
	SALARY FACTOR	0.87			0.85			0.84			0.86			1.04			0.84		
REGION #3	AVERAGE SALARY	33694	120		26475	117		20954	80		18787	20		23792	5		27751	322	
	HIGH SALARY	50751			37304			28025			23000			28000			50751		
	LOW SALARY	24123			21033			16000			14401			18000			14401		
	FAC MIX PCT	0.37			0.36			0.25			0.06			0.02			1.00		
	SALARY FACTOR	0.86			0.91			0.86			0.79			1.30			0.88		
REGION #4	AVERAGE SALARY	33023	55		25600	82		19686	50		19644	10		16397	5		25946	192	
	HIGH SALARY	60000			35000			25489			24000			18220			60000		
	LOW SALARY	23979			19993			16500			17401			14715			14715		
	FAC MIX PCT	0.29			0.43			0.26			0.05			0.03			1.00		
	SALARY FACTOR	0.85			0.88			0.81			0.83			0.90			0.82		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: ART HISTORY AND APPRECIATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39380	41	12	27194	38	13	21457	26	11	19852	4	4	17957	3	3	30182	108	14
	HIGH SALARY	56125			41000			27266			21500			20280			56125		
	LOW SALARY	28800			20346			17707			17707			15682			15682		
	FAC MIX PCT	0.38			0.35			0.24			0.04			0.03			1.00		
	SALARY FACTOR	1.01			0.93			0.88			0.84			0.98			0.96		
REGION #1	AVERAGE SALARY	38555	10		27255	6		20857	6		20000	1					30646	22	
	HIGH SALARY	47100			31500			23011			20000						47100		
	LOW SALARY	28800			24600			19000			20000						19000		
	FAC MIX PCT	0.45			0.27			0.27			0.05						1.00		
	SALARY FACTOR	0.98			0.94			0.86			0.84						0.97		
REGION #2	AVERAGE SALARY	43162	5		24876	10		19847	2								29662	17	
	HIGH SALARY	55866			29328			20194									55866		
	LOW SALARY	33542			20346			19500									19500		
	FAC MIX PCT	0.29			0.59			0.12									1.00		
	SALARY FACTOR	1.11			0.85			0.82									0.94		
REGION #3	AVERAGE SALARY	38598	20		29598	14		22826	12		20850	2		20280	1		31500	47	
	HIGH SALARY	56125			41000			27266			21500			20280			56125		
	LOW SALARY	32760			23000			19170			20200			20280			19170		
	FAC MIX PCT	0.43			0.30			0.26			0.04			0.02			1.00		
	SALARY FACTOR	0.99			1.02			0.94			0.88			1.11			1.00		
REGION #4	AVERAGE SALARY	40211	6		25838	8		19857	6		17707	1		16796	2		27304	22	
	HIGH SALARY	52273			35238			21641			17707			17910			52273		
	LOW SALARY	30248			21060			17707			17707			15682			15682		
	FAC MIX PCT	0.27			0.36			0.27			0.05			0.09			1.00		
	SALARY FACTOR	1.03			0.89			0.82			0.75			0.92			0.86		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34565	483	36	25893	381	37	21108	271	37	20455	43	21	17196	29	13	28160	1164	38
	HIGH SALARY	57534			41000			33076			25500			25900			57534		
	LOW SALARY	19250			18282			15500			16235			12000			12000		
	FAC MIX PCT	0.41			0.33			0.23			0.04			0.02			1.00		
	SALARY FACTOR	0.89			0.89			0.87			0.86			0.94			0.89		
REGION #1	AVERAGE SALARY	33094	82		25150	67		21031	50		21527	5		20566	1		27354	200	
	HIGH SALARY	47345			33601			28557			25000			20566			47345		
	LOW SALARY	25160			20087			16570			19136			20566			16570		
	FAC MIX PCT	0.41			0.34			0.25			0.03			0.01			1.00		
	SALARY FACTOR	0.85			0.86			0.87			0.91			1.12			0.87		
REGION #2	AVERAGE SALARY	34868	98		25615	108		21809	61		18991	7		16435	7		27842	274	
	HIGH SALARY	57534			36888			29000			21500			18400			57534		
	LOW SALARY	23000			18282			15500			16235			12000			12000		
	FAC MIX PCT	0.36			0.39			0.22			0.03			0.03			1.00		
	SALARY FACTOR	0.89			0.88			0.90			0.80			0.90			0.88		
REGION #3	AVERAGE SALARY	35442	227		26962	128		21105	96		20762	20		19058	10		29724	461	
	HIGH SALARY	56300			41000			29800			25500			25900			56300		
	LOW SALARY	19250			19634			16572			17514			13000			13000		
	FAC MIX PCT	0.49			0.28			0.21			0.04			0.02			1.00		
	SALARY FACTOR	0.91			0.93			0.87			0.88			0.99			0.94		
REGION #4	AVERAGE SALARY	33140	76		25160	78		20506	64		20341	11		16589	11		26095	229	
	HIGH SALARY	44407			36000			33076			25000			20600			44407		
	LOW SALARY	25051			18979			16234			18000			14256			14256		
	FAC MIX PCT	0.33			0.34			0.28			0.05			0.05			1.00		
	SALARY FACTOR	0.85			0.86			0.85			0.86			0.91			0.83		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: MUSIC (LIBERAL ARTS PROGRAM)

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33284	158	25	26032	188	25	20571	130	26	18774	8	7	17461	23	16	26510	499	26
	HIGH SALARY	56200			41155			26700			24000			23683			56200		
	LOW SALARY	21039			19014			15200			15249			13376			13376		
	FAC MIX PCT	0.32			0.38			0.26			0.02			0.05			1.00		
	SALARY FACTOR	0.85			0.89			0.85			0.79			0.95			0.84		
REGION #1	AVERAGE SALARY	29903	46		25302	37		20169	28		15249	1		16816	5		25521	116	
	HIGH SALARY	41736			30031			26626			15249			19480			41736		
	LOW SALARY	21039			19014			15249			15249			16000			15249		
	FAC MIX PCT	0.40			0.32			0.24			0.01			0.04			1.00		
	SALARY FACTOR	0.77			0.87			0.83			0.64			0.92			0.81		
REGION #2	AVERAGE SALARY	33096	27		25382	48		21505	27		16364	1		19347	3		26195	105	
	HIGH SALARY	48000			31445			25090			16364			19756			48000		
	LOW SALARY	23715			20476			16364			16364			18800			16364		
	FAC MIX PCT	0.26			0.46			0.26			0.01			0.03			1.00		
	SALARY FACTOR	0.85			0.87			0.89			0.69			1.06			0.83		
REGION #3	AVERAGE SALARY	38012	38		29406	29		21180	23		19288	2		18053	3		30522	93	
	HIGH SALARY	56200			39617			26700			19376			20000			56200		
	LOW SALARY	28800			22004			15200			19200			15800			15200		
	FAC MIX PCT	0.41			0.31			0.25			0.02			0.03			1.00		
	SALARY FACTOR	0.97			1.01			0.87			0.81			0.99			0.97		
REGION #4	AVERAGE SALARY	32878	47		25496	74		20034	52		20000	4		17110	12		25292	185	
	HIGH SALARY	44334			41155			26342			24000			23683			44334		
	LOW SALARY	22624			19800			16449			17000			13376			13376		
	FAC MIX PCT	0.25			0.40			0.28			0.02			0.06			1.00		
	SALARY FACTOR	0.84			0.88			0.83			0.84			0.93			0.80		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DRAMATIC ARTS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34214	139	44	26300	145	42	20132	154	45	19518	26	15	16930	27	16	26078	465	48
	HIGH SALARY	52796			44698			29760			27400			26000			52796		
	LOW SALARY	24124			18343			14000			15000			12243			12243		
	FAC MIX PCT	0.30			0.31			0.33			0.06			0.06			1.00		
	SALARY FACTOR	0.88			0.90			0.83			0.82			0.92			0.83		
REGION #1	AVERAGE SALARY	33834	41		24904	36		20231	34		19701	3		16272	7		26148	118	
	HIGH SALARY	48089			29798			24035			21861			22228			48089		
	LOW SALARY	25251			18343			14000			18000			12243			12243		
	FAC MIX PCT	0.35			0.31			0.29			0.03			0.06			1.00		
	SALARY FACTOR	0.87			0.85			0.83			0.83			0.89			0.83		
REGION #2	AVERAGE SALARY	35679	23		25657	20		20990	20		16750	2		19000	2		27562	65	
	HIGH SALARY	46500			30546			26747			18500			22000			46500		
	LOW SALARY	27450			22333			15000			15000			16000			15000		
	FAC MIX PCT	0.35			0.31			0.31			0.03			0.03			1.00		
	SALARY FACTOR	0.81			0.88			0.87			0.71			1.04			0.87		
REGION #3	AVERAGE SALARY	34108	51		29033	41		20721	50		20050	11		18789	5		27618	147	
	HIGH SALARY	47618			44698			29760			25000			19160			47618		
	LOW SALARY	24464			21119			16732			17500			18000			16732		
	FAC MIX PCT	0.35			0.28			0.34			0.07			0.03			1.00		
	SALARY FACTOR	0.87			1.00			0.85			0.85			1.03			0.87		
REGION #4	AVERAGE SALARY	33687	24		25280	48		19131	50		19431	10		16251	13		23627	135	
	HIGH SALARY	52796			34227			27400			27400			26000			52796		
	LOW SALARY	24124			19993			16500			16600			12630			12630		
	FAC MIX PCT	0.18			0.36			0.37			0.07			0.10			1.00		
	SALARY FACTOR	0.86			0.87			0.79			0.82			0.89			0.75		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: DANCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33641	20	8	27903	25	11	20018	24	9	18080	2	2	16729	10	5	25545	79	12
	HIGH SALARY	46044			37430			24720			18160			20715			46044		
	LOW SALARY	28406			18478			16511			18000			13600			13600		
	FAC MIX PCT	0.25			0.32			0.30			0.03			0.13			1.00		
	SALARY FACTOR	0.86			0.96			0.83			0.76			0.91			0.81		
REGION #1	AVERAGE SALARY	30712	8		24775	4		19504	12		18000	1		17686	2		23623	26	
	HIGH SALARY	39700			29216			23395			18000			19161			39700		
	LOW SALARY	28780			22228			16511			18000			16210			16210		
	FAC MIX PCT	0.31			0.15			0.46			0.04			0.08			1.00		
	SALARY FACTOR	0.79			0.85			0.80			0.76			0.97			0.75		
REGION #2	AVERAGE SALARY	32939	6		30971	7		20080	5					16540	6		25586	24	
	HIGH SALARY	36328			37430			21200						20715			37430		
	LOW SALARY	28406			26663			18500						15000			15000		
	FAC MIX PCT	0.25			0.29			0.21						0.25			1.00		
	SALARY FACTOR	0.84			1.06			0.83						0.90			0.81		
REGION #3	AVERAGE SALARY	37171	5		29030	9		22703	4								29885	18	
	HIGH SALARY	46044			34320			24720									46044		
	LOW SALARY	29170			25560			19650									19650		
	FAC MIX PCT	0.28			0.50			0.22									1.00		
	SALARY FACTOR	0.95			1.00			0.94									0.95		
REGION #4	AVERAGE SALARY	43644	1		24081	5		18391	3		18160	1		16337	2		22899	11	
	HIGH SALARY	43644			26479			20153			18160			19074			43644		
	LOW SALARY	43644			18478			16860			18160			13600			13600		
	FAC MIX PCT	0.09			0.45			0.27			0.09			0.18			1.00		
	SALARY FACTOR	1.12			0.83			0.76			0.77			0.89			0.73		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: APPLIED DESIGN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34158	22	5	24047	36	4	21681	20	4				18750	1	1	26196	79	5
	HIGH SALARY	45355			35640			30480						18750			45355		
	LOW SALARY	22300			18800			16921						18750			16921		
	FAC MIX PCT	0.28			0.46			0.25						0.01			1.00		
	SALARY FACTOR	0.88			0.83			0.89						1.02			0.83		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	31722	16		23288	32		19984	15					18750	1		24551	64	
	HIGH SALARY	39272			28456			23000						18750			39272		
	LOW SALARY	22300			18800			16921						18750			16921		
	FAC MIX PCT	0.25			0.50			0.23						0.02			1.00		
	SALARY FACTOR	0.81			0.80			0.82						1.02			0.78		
REGION #3	AVERAGE SALARY	40765	5		32800	3		27630	4								34395	12	
	HIGH SALARY	45355			35640			30480									45355		
	LOW SALARY	36120			31320			26160									26160		
	FAC MIX PCT	0.42			0.25			0.33									1.00		
	SALARY FACTOR	1.04			1.13			1.14									1.09		
REGION #4	AVERAGE SALARY	40107	1		22085	1		23348	1								28513	3	
	HIGH SALARY	40107			22085			23348									40107		
	LOW SALARY	40107			22085			23348									22085		
	FAC MIX PCT	0.33			0.33			0.33									1.00		
	SALARY FACTOR	1.03			0.76			0.96									0.90		

FACULTY SALARY SURVEY

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: CINEMATOGRAPHY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	33856	9	4	24818	4	3	20521	12	3	19499	2	2				26009	25	4
	HIGH SALARY	45351			30119			22869			20997						45351		
	LOW SALARY	28800			21800			18000			18000						18000		
	FAC MIX PCT	0.36			0.16			0.48			0.08						1.00		
	SALARY FACTOR	0.87			0.85			0.85			0.82						0.82		
REGION #1	AVERAGE SALARY	29800	1		22700	2											25066	3	
	HIGH SALARY	29800			23600												29800		
	LOW SALARY	29800			21800												21800		
	FAC MIX PCT	0.33			0.67												1.00		
	SALARY FACTOR	0.76			0.78												0.79		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	34363	8		26935	2		20521	12		19499	2					26138	22	
	HIGH SALARY	45351			30119			22869			20997						45351		
	LOW SALARY	28800			23751			18000			18000						18000		
	FAC MIX PCT	0.36			0.09			0.55			0.09						1.00		
	SALARY FACTOR	0.88			0.92			0.85			0.82						0.83		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FINE & APPLIED ARTS
MAJOR FIELD: PHOTOGRAPHY

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                              PROFESSOR            ASSOC  PROF           ASST  PROF         NEW ASST PROF         INSTRUCTOR            ALL RANKS
                           ***************      ***************      ***************      ***************      ***************      ***************
                           SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS

ALL INST  AVERAGE SALARY  41244     4   2       33827    11   3      22632     5   3                                                32511    20   8
          HIGH SALARY     50004                 41723                26160                                                          50004
          LOW SALARY      35411                 25200                18600                                                          18600
          FAC MIX PCT      0.20                  0.55                 0.25                                                           1.00
          SALARY FACTOR    1.06                  1.16                 0.83                                                           1.03

REGION #1 AVERAGE SALARY                        26505     2          19200     2                                                    22852     4
          HIGH SALARY                           27810                19800                                                          27810
          LOW SALARY                            25200                18600                                                          18600
          FAC MIX PCT                            0.50                 0.50                                                           1.00
          SALARY FACTOR                          0.81                 0.79                                                           0.72

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY  43188     3           34945     8          24920     3                                                    34563    14
          HIGH SALARY     50004                 41723                26160                                                          50004
          LOW SALARY      39120                 29520                22920                                                          22920
          FAC MIX PCT      0.21                  0.57                 0.21                                                           1.00
          SALARY FACTOR    1.11                  1.20                 1.03                                                           1.08

REGION #4 AVERAGE SALARY  35411     1           39522     1                                                                         37466     2
          HIGH SALARY     35411                 39522                                                                               39522
          LOW SALARY      35411                 39522                                                                               35411
          FAC MIX PCT      0.50                  0.50                                                                                1.00
          SALARY FACTOR    0.91                  1.36                                                                                1.19
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                                          F A C U L T Y   S A L A R Y   S U R V E Y

                                            DISCIPLINE: FINE & APPLIED ARTS
                                           MAJOR FIELD: FINE ARTS, OTHER SPECIALTIES

                                  PROFESSOR             ASSOC  PROF             ASST  PROF           NEW ASST PROF           INSTRUCTOR              ALL RANKS
                            ================  ================  ================  ================  ================  ================
                            SALARY  NUM N/IS  SALARY  NUM N/IS  SALARY  NUM N/IS  SALARY  NUM N/IS  SALARY  NUM N/IS  SALARY  NUM N/IS

ALL INST   AVERAGE SALARY    34606   42   4    28813   43   4    22883   31   4    20750    2   1                        29328  116   9
           HIGH SALARY       47613             35400             32400             22000                                47613
           LOW SALARY        26919             22080             18160             19500                                18160
           FAC MIX PCT        0.36              0.37              0.27              0.02                                 1.00
           SALARY FACTOR      0.88              0.99              0.94              0.87                                 0.93

REGION #1  AVERAGE SALARY    30411    3        25820    3        22631    1                                             27332    7
           HIGH SALARY       33513             30297             22631                                                  33513
           LOW SALARY        28714             22924             22631                                                  22631
           FAC MIX PCT        0.43              0.43              0.14                                                   1.00
           SALARY FACTOR      0.78              0.89              0.83                                                   0.87

REGION #2  AVERAGE SALARY    32828   16        27507   13        21233   12        20750    2                           27747   41
           HIGH SALARY       46637             30000             27700             22000                                46637
           LOW SALARY        26919             24200             18500             19500                                18500
           FAC MIX PCT        0.39              0.32              0.29              0.05                                 1.00
           SALARY FACTOR      0.84              0.84              0.88              0.87                                 0.88

REGION #3  AVERAGE SALARY    36568   21        29524   25        24995   15                                             30835   61
           HIGH SALARY       47613             35400             32400                                                  47613
           LOW SALARY        30240             22080             22080                                                  22080
           FAC MIX PCT        0.34              0.41              0.25                                                   1.00
           SALARY FACTOR      0.94              1.01              1.03                                                   0.98

REGION #4  AVERAGE SALARY    34531    2        32912    2        19107    3                                             27458    7
           HIGH SALARY       34831             33725             19993                                                  34831
           LOW SALARY        34231             32100             18160                                                  18160
           FAC MIX PCT        0.29              0.29              0.43                                                   1.00
           SALARY FACTOR      0.88              1.13              0.79                                                   0.87
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FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANGUAGES, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35529	354	48	26570	467	52	21356	307	50	19258	24	16	17875	74	21	27341	1202	52
	HIGH SALARY	64084			42587			31662			26100			27000			64084		
	LOW SALARY	23452			17430			14500			17000			12000			12000		
	FAC MIX PCT	0.29			0.39			0.26			0.02			0.06			1.00		
	SALARY FACTOR	0.91			0.91			0.88			0.81			0.98			0.87		
REGION #1	AVERAGE SALARY	34528	131		25882	133		21201	74		18067	3		18008	37		27201	375	
	HIGH SALARY	58800			31923			27180			18200			27000			58800		
	LOW SALARY	23564			17430			14500			18000			14928			14500		
	FAC MIX PCT	0.35			0.35			0.20			0.01			0.10			1.00		
	SALARY FACTOR	0.88			0.89			0.87			0.76			0.98			0.86		
REGION #2	AVERAGE SALARY	33448	73		25956	91		20610	76		18670	8		18172	6		26338	246	
	HIGH SALARY	56001			38820			28035			20000			20723			56001		
	LOW SALARY	23452			19421			16100			17000			14330			14330		
	FAC MIX PCT	0.30			0.37			0.31			0.03			0.02			1.00		
	SALARY FACTOR	0.86			0.89			0.85			0.79			0.99			0.83		
REGION #3	AVERAGE SALARY	38172	100		27541	160		22069	85		20605	6		18035	22		28600	367	
	HIGH SALARY	64084			42587			31662			26100			25000			64084		
	LOW SALARY	24543			20343			15137			18027			12000			12000		
	FAC MIX PCT	0.27			0.44			0.23			0.02			0.06			1.00		
	SALARY FACTOR	0.98			0.95			0.91			0.87			0.99			0.91		
REGION #4	AVERAGE SALARY	35906	50		26475	83		21462	72		19286	7		16742	9		26582	214	
	HIGH SALARY	52300			35146			30704			20500			23195			52300		
	LOW SALARY	26076			18240			17275			18000			12000			12000		
	FAC MIX PCT	0.23			0.39			0.34			0.03			0.04			1.00		
	SALARY FACTOR	0.92			0.91			0.88			0.81			0.91			0.84		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FRENCH

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39085	92	19	27576	91	21	21244	69	18	19471	9	6	18163	24	9	29010	276	21
	HIGH SALARY	58967			35500			28530			20200			27100			58967		
	LOW SALARY	26571			19799			14840			18499			11294			11294		
	FAC MIX PCT	0.33			0.33			0.25			0.03			0.09			1.00		
	SALARY FACTOR	1.00			0.95			0.88			0.82			0.99			0.92		
REGION #1	AVERAGE SALARY	35905	2		29061	5		21450	2								28890	9	
	HIGH SALARY	40188			35000			23200									40188		
	LOW SALARY	31623			24700			19700									19700		
	FAC MIX PCT	0.22			0.56			0.22									1.00		
	SALARY FACTOR	0.92			1.00			0.88									0.92		
REGION #2	AVERAGE SALARY	38270	17		27548	16		21031	16					21176	3		28680	52	
	HIGH SALARY	50006			34000			28000						23740			50006		
	LOW SALARY	26571			21052			17450						18253			17450		
	FAC MIX PCT	0.33			0.31			0.31						0.06			1.00		
	SALARY FACTOR	0.98			0.95			0.87						1.16			0.91		
REGION #3	AVERAGE SALARY	40367	45		28281	43		22978	27		19610	4		19218	12		30579	127	
	HIGH SALARY	56686			35500			28530			20000			27100			56686		
	LOW SALARY	30415			22500			18000			19000			14500			14500		
	FAC MIX PCT	0.35			0.34			0.21			0.03			0.09			1.00		
	SALARY FACTOR	1.03			0.97			0.95			0.83			1.05			0.97		
REGION #4	AVERAGE SALARY	37746	28		26194	27		19417	24		19360	5		15753	9		26953	88	
	HIGH SALARY	58967			32791			25200			20200			18545			58967		
	LOW SALARY	26625			19799			14840			18498			11294			11294		
	FAC MIX PCT	0.32			0.31			0.27			0.06			0.10			1.00		
	SALARY FACTOR	0.97			0.90			0.80			0.82			0.86			0.85		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: GERMAN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39467	92	23	28008	90	25	21433	60	21	19500	3	3	17576	9	6	30262	25[illegible]	26
	HIGH SALARY	63000			39100			27547			21500			20824			63000		
	LOW SALARY	26081			22340			18000			18000			11790			11790		
	FAC MIX PCT	0.37			0.36			0.24			0.01			0.04			1.00		
	SALARY FACTOR	1.01			0.96			0.88			0.82			0.96			0.96		
REGION #1	AVERAGE SALARY	36526	8		25864	8		19000	1					19652	1		29875	18	
	HIGH SALARY	48252			27760			19000						19652			48252		
	LOW SALARY	28811			23000			19000						19652			19000		
	FAC MIX PCT	0.44			0.44			0.06						0.06			1.00		
	SALARY FACTOR	0.94			0.89			0.78						1.07			0.95		
REGION #2	AVERAGE SALARY	39796	19		27879	20		22482	11								31219	50	
	HIGH SALARY	59172			39100			25676									59172		
	LOW SALARY	26081			22531			18000									18000		
	FAC MIX PCT	0.38			0.40			0.22									1.00		
	SALARY FACTOR	1.02			0.96			0.93									0.99		
REGION #3	AVERAGE SALARY	40363	43		29534	34		21805	27		21500	1		17995	2		31740	106	
	HIGH SALARY	58800			37114			27547			21500			18800			58800		
	LOW SALARY	29300			22340			18500			21500			17190			17190		
	FAC MIX PCT	0.41			0.32			0.25			0.01			0.02			1.00		
	SALARY FACTOR	1.03			1.01			0.90			0.91			0.98			1.01		
REGION #4	AVERAGE SALARY	38503	22		26859	28		20522	21		18500	2		17090	6		27696	77	
	HIGH SALARY	63000			38400			25038			19000			20824			63000		
	LOW SALARY	29705			22548			18000			18000			11790			11790		
	FAC MIX PCT	0.29			0.36			0.27			0.03			0.08			1.00		
	SALARY FACTOR	0.99			0.92			0.85			0.78			0.83			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: SPANISH

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39473	73	15	28008	50	16	21016	47	17	19938	8	5	15176	13	5	29874	183	17
	HIGH SALARY	62400			35875			27697			23500			21571			62400		
	LOW SALARY	27839			19616			17546			18000			12201			12201		
	FAC MIX PCT	0.40			0.27			0.26			0.04			0.07			1.00		
	SALARY FACTOR	1.01			0.96			0.87			0.84			0.83			0.95		
REGION #1	AVERAGE SALARY	36448	8		28990	3		22153	4		21000	1					31144	15	
	HIGH SALARY	41015			30000			24000			21000						41015		
	LOW SALARY	30108			28052			21000			21000						21000		
	FAC MIX PCT	0.53			0.20			0.27			0.07						1.00		
	SALARY FACTOR	0.93			1.00			0.91			0.89						0.99		
REGION #2	AVERAGE SALARY	41924	24		27786	17		22197	10					16634	3		32415	54	
	HIGH SALARY	58376			33862			27697						21571			58376		
	LOW SALARY	28755			20108			18288						13331			13331		
	FAC MIX PCT	0.44			0.31			0.19						0.06			1.00		
	SALARY FACTOR	1.07			0.95			0.91						0.91			1.03		
REGION #3	AVERAGE SALARY	36404	15		28954	13		21623	9		23500	1		21400	1		28959	38	
	HIGH SALARY	53846			35875			26310			23500			21400			53846		
	LOW SALARY	28500			22660			19500			23500			21400			19500		
	FAC MIX PCT	0.39			0.34			0.24			0.03			0.03			1.00		
	SALARY FACTOR	0.93			0.99			0.89			0.99			1.17			0.95		
REGION #4	AVERAGE SALARY	39912	26		27332	17		20107	24		19167	6		13998	9		27775	76	
	HIGH SALARY	62400			33400			24012			21000			15543			62400		
	LOW SALARY	27839			19616			17546			18000			12201			12201		
	FAC MIX PCT	0.34			0.22			0.32			0.08			0.12			1.00		
	SALARY FACTOR	1.02			0.94			0.83			0.81			0.76			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: RUSSIAN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36480	21	4	26843	23	8	21903	15	5	21000	2	2	17948	3	3	28481	62	9
	HIGH SALARY	55000			34634			25461			24000			21215			55000		
	LOW SALARY	26210			21150			18000			18000			15030			15030		
	FAC MIX PCT	0.34			0.37			0.24			0.03			0.05			1.00		
	SALARY FACTOR	0.93			0.92			0.90			0.86			0.98			0.90		
REGION #1	AVERAGE SALARY				26053	4		23681	4					21215	1		24465	9	
	HIGH SALARY				27855			25461						21215			27855		
	LOW SALARY				24209			22155						21215			21215		
	FAC MIX PCT				0.44			0.44						0.11			1.00		
	SALARY FACTOR				0.89			0.98						1.16			0.77		
REGION #2	AVERAGE SALARY	31686	12		26616	12		21348	8					17600	1		26908	33	
	HIGH SALARY	40394			34634			24163						17600			40394		
	LOW SALARY	26210			21150			19100						17600			17600		
	FAC MIX PCT	0.36			0.36			0.24						0.03			1.00		
	SALARY FACTOR	0.81			0.91			0.88						0.96			0.85		
REGION #3	AVERAGE SALARY	43962	8		31402	1		22500	2		24000	1					38932	11	
	HIGH SALARY	55000			31402			24000			24000						55000		
	LOW SALARY	33100			31402			21000			24000						21000		
	FAC MIX PCT	0.73			0.09			0.18			0.09						1.00		
	SALARY FACTOR	1.13			1.08			0.93			1.01						1.23		
REGION #4	AVERAGE SALARY	33982	1		27064	6		18000	1		18000	1		15030	1		25486	9	
	HIGH SALARY	33982			31632			18000			18000			15030			33982		
	LOW SALARY	33982			22680			18000			18000			15030			15030		
	FAC MIX PCT	0.11			0.67			0.11			0.11			0.11			1.00		
	SALARY FACTOR	0.87			0.93			0.74			0.76			0.82			0.81		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: CHINESE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SAL/RY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36333	10	3	26681	8	4	21421	3	2	24000	1	1				30528	21	4
	HIGH SALARY	55000			32500			24000			24000						55000		
	LOW SALARY	30198			21407			18687			24000						18687		
	FAC MIX PCT	0.48			0.38			0.14			0.05						1.00		
	SALARY FACTOR	0.93			0.92			0.88			1.01						0.97		
REGION #1	AVERAGE SALARY	34955	1		26669	1											30812	2	
	HIGH SALARY	34955			26669												34955		
	LOW SALARY	34955			26669												26669		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	0.90			0.92												0.88		
REGION #2	AVERAGE SALARY	31994	5		23230	2		20132	2								27410	9	
	HIGH SALARY	36950			25053			21577									36950		
	LOW SALARY	30198			21407			18687									18687		
	FAC MIX PCT	0.56			0.22			0.22									1.00		
	SALARY FACTOR	0.82			0.80			0.83									0.87		
REGION #3	AVERAGE SALARY	42100	4		29275	4		24000	1		24000	1					34288	9	
	HIGH SALARY	55000			32500			24000			24000						55000		
	LOW SALARY	32900			24600			24000			24000						24000		
	FAC MIX PCT	0.44			0.44			0.11			0.11						1.00		
	SALARY FACTOR	1.08			1.01			0.98			1.01						1.09		
REGION #4	AVERAGE SALARY				23216	1											23216	1	
	HIGH SALARY				23216												23216		
	LOW SALARY				23216												23216		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.80												0.74		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: JAPANESE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY				25908	2	1	25506	2	1				19008	1	1	24367	5	3
	HIGH SALARY				25981			32000						19008			32000		
	LOW SALARY				25835			19012						19008			19008		
	FAC MIX PCT				0.40			0.40						0.20			1.00		
	SALARY FACTOR				0.89			1.05						1.04			0.77		
REGION #1	AVERAGE SALARY				25908	2		25506	2								25707	4	
	HIGH SALARY				25981			32000									32000		
	LOW SALARY				25835			19012									19012		
	FAC MIX PCT				0.50			0.30									1.00		
	SALARY FACTOR				0.89			1.06									0.81		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY														19008	1		19008	1	
	HIGH SALARY														19008			19008		
	LOW SALARY														19008			19008		
	FAC MIX PCT														1.00			1.00		
	SALARY FACTOR														1.04			0.80		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: LATIN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38005	4	1	25287	3	2	21092	6	3				14400	1	1	26345	14	3
	HIGH SALARY	40870			26307			23381						14400			40870		
	LOW SALARY	31490			24000			17670						14400			14400		
	FAC MIX PCT	0.29			0.21			0.43						0.07			1.00		
	SALARY FACTOR	0.97			0.87			0.87						0.79			0.83		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY				24777	2		21965	4					14400	1		21687	7	
	HIGH SALARY				25553			23381						14400			25553		
	LOW SALARY				24000			20510						14400			14400		
	FAC MIX PCT				0.29			0.57						0.14			1.00		
	SALARY FACTOR				0.85			0.91						0.79			0.69		
REGION #3	AVERAGE SALARY	38005	4					21020	1								34608	5	
	HIGH SALARY	40870						21020									40870		
	LOW SALARY	31490						21020									21020		
	FAC MIX PCT	0.80						0.20									1.00		
	SALARY FACTOR	0.97						0.87									1.10		
REGION #4	AVERAGE SALARY				26307	1		17670	1								21988	2	
	HIGH SALARY				26307			17670									26307		
	LOW SALARY				26307			17670									17670		
	FAC MIX PCT				0.50			0.50									1.00		
	SALARY FACTOR				0.90			0.73									0.70		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: HEBREW

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37279	16	2	29124	6	2	20845	5	2	22500	1	1	16323	3	1	30813	30	3
	HIGH SALARY	48223			34000			23507			22500			16968			48223		
	LOW SALARY	24480			25358			18700			22500			15500			15500		
	FAC MIX PCT	0.53			0.20			0.17			0.03			0.10			1.00		
	SALARY FACTOR	0.96			1.00			0.86			0.95			0.69			0.98		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY				26849	4		21008	3					16323	3		21938	10	
	HIGH SALARY				28800			23507						16968			28800		
	LOW SALARY				25358			19260						15500			15500		
	FAC MIX PCT				0.40			0.30						0.30			1.00		
	SALARY FACTOR				0.92			0.87						0.88			0.69		
REGION #3	AVERAGE SALARY	37279	16		33675	2		20600	2		22500	1					35250	20	
	HIGH SALARY	48223			34000			22500			22500						48223		
	LOW SALARY	24480			33350			18700			22500						18700		
	FAC MIX PCT	0.80			0.10			0.10			0.05						1.00		
	SALARY FACTOR	0.96			1.16			0.85			0.95						1.12		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: SLAVIC LANGUAGES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38753	22	7	25998	20	7	21642	9	5	19300	2	1	17640	1	1	30479	52	7
	HIGH SALARY	55800			34200			25680			19600			17640			55800		
	LOW SALARY	25000			19235			19000			19000			17640			17640		
	FAC MIX PCT	0.42			0.38			0.17			0.04			0.02			1.00		
	SALARY FACTOR	0.98			0.89			0.89			0.81			0.96			0.97		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	39170	10		28404	9		22530	6					17640	1		30775	26	
	HIGH SALARY	55800			34200			25680						17640			55800		
	LOW SALARY	25000			20000			19000						17640			17640		
	FAC MIX PCT	0.38			0.35			0.23						0.04			1.00		
	SALARY FACTOR	1.00			0.96			0.93						0.96			0.97		
REGION #4	AVERAGE SALARY	38406	12		24029	11		19867	3		19300	2					30184	26	
	HIGH SALARY	49800			28459			21000			19600						49800		
	LOW SALARY	25974			19235			19000			19000						19000		
	FAC MIX PCT	0.46			0.42			0.12			0.08						1.00		
	SALARY FACTOR	0.98			0.82			0.82			0.81						0.96		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: FOREIGN LANG, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34069	18	4	26401	17	5	19921	15	5				14807	7	5	25693	57	6
	HIGH SALARY	41257			32319			25400						17280			41257		
	LOW SALARY	29000			23613			14000						10800			10800		
	FAC MIX PCT	0.32			0.30			0.26						0.12			1.00		
	SALARY FACTOR	0.87			0.91			0.82						0.81			0.81		
REGION #1	AVERAGE SALARY	32520	2		26534	7		18113	4					15082	3		23279	16	
	HIGH SALARY	33637			30889			20895						15375			33637		
	LOW SALARY	3140[illegible]			23723			17595						14863			14863		
	FAC MIX PCT	0.13			0.44			0.25						0.19			1.00		
	SALARY FACTOR	0.83			0.91			0.79						0.82			0.74		
REGION #2	AVERAGE SALARY	32220	6		26554	4		20200	6					10800	1		25384	17	
	HIGH SALARY	36819			32319			25400						10800			36819		
	LOW SALARY	29000			23800			14000						10800			10800		
	FAC MIX PCT	0.35			0.24			0.35						0.06			1.00		
	SALARY FACTOR	0.83			0.91			0.83						0.59			0.80		
REGION #3	AVERAGE SALARY	35489	10		26446	5		20807	4					17280	1		28381	20	
	HIGH SALARY	41257			29880			22440						17280			41257		
	LOW SALARY	29089			23613			18500						17280			17280		
	FAC MIX PCT	0.50			0.25			0.20						0.05			1.00		
	SALARY FACTOR	0.91			0.91			0.86						0.94			0.93		
REGION #4	AVERAGE SALARY				24632	1		17933	1					15163	2		18223	4	
	HIGH SALARY				24632			17933						15296			24632		
	LOW SALARY				24632			17933						15030			15030		
	FAC MIX PCT				0.25			0.25						0.50			1.00		
	SALARY FACTOR				0.85			0.74						0.83			0.58		

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                                    F A C U L T Y   S A L A R Y   S U R V E Y

                                     DISCIPLINE: HOME ECONOMICS
                                    MAJOR FIELD: HOME ECONOMICS, GENERAL

                             PROFESSOR          ASSOC  PROF          ASST  PROF        NEW ASST PROF          INSTRUCTOR           ALL RANKS
                          ***************     ***************     ***************     ***************     ***************     ***************
                          SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS

ALL INST  AVERAGE SALARY  37159    56   22    26434    94   24    22587   153   25    21440    21   19    18383    28   15    25789   331   29
          HIGH SALARY     54300               37187               29160               26179               26300               54300
          LOW SALARY      19153               17700               13252               17811               13500               13252
          FAC MIX PCT      0.17                0.28                0.46                0.06                0.08                1.00
          SALARY FACTOR    0.95                0.91                0.93                0.90                1.00                0.82

REGION #1 AVERAGE SALARY  35217    13         25084    20         22114    43         21385     6         17712     6         24611    82
          HIGH SALARY     42937               33687               27499               24000               19246               42937
          LOW SALARY      28850               19423               17811               17811               13500               13500
          FAC MIX PCT      0.16                0.24                0.52                0.07                0.07                1.00
          SALARY FACTOR    0.90                0.86                0.91                0.90                0.97                0.78

REGION #2 AVERAGE SALARY  39098    15         29473    22         22756    36         20566     4         17731     7         27227    80
          HIGH SALARY     54300               37187               27816               23000               22090               54300
          LOW SALARY      25000               25400               18500               18000               15300               15300
          FAC MIX PCT      0.19                0.28                0.45                0.05                0.09                1.00
          SALARY FACTOR    1.00                1.01                0.94                0.87                0.97                0.86

REGION #3 AVERAGE SALARY  35883    14         24971    30         22583    41         21318     6         20701     5         25343    90
          HIGH SALARY     53100               36500               27845               26179               26300               53100
          LOW SALARY      25560               17700               17415               18225               16500               16500
          FAC MIX PCT      0.16                0.33                0.46                0.07                0.06                1.00
          SALARY FACTOR    0.92                0.86                0.93                0.90                1.13                0.80

REGION #4 AVERAGE SALARY  38068    14         26606    22         23024    33         22354     5         18084    10         26062    79
          HIGH SALARY     54290               30186               29160               24000               23608               54290
          LOW SALARY      19153               19549               13252               18500               14040               13252
          FAC MIX PCT      0.18                0.28                0.42                0.06                0.13                1.00
          SALARY FACTOR    0.98                0.91                0.95                0.94                0.99                0.83
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F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: HOME DECORATION AND HOME EQUIPMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40142	6	5	27207	4	3	24082	14	5	26250	2	2	19625	6	6	26831	30	5
	HIGH SALARY	57893			30050			28714			27300			23078			57893		
	LOW SALARY	32560			24870			20214			25200			15690			15690		
	FAC MIX PCT	0.20			0.13			0.47			0.07			0.20			1.00		
	SALARY FACTOR	1.03			0.94			0.88			1.11			1.07			0.89		
REGION #1	AVERAGE SALARY	36229	1					24498	2		25200	1		21000	1		26556	4	
	HIGH SALARY	36229						25200			25200			21000			36229		
	LOW SALARY	36229						23795			25200			21000			21000		
	FAC MIX PCT	0.25						0.50			0.25			0.25			1.00		
	SALARY FACTOR	0.93						1.01			1.06			1.15			0.84		
REGION #2	AVERAGE SALARY	41524	4		26624	3		24229	10		27300	1		19967	4		27006	21	
	HIGH SALARY	57893			30050			28714			27300			23078			57893		
	LOW SALARY	32560			24870			20214			27300			15690			15690		
	FAC MIX PCT	0.19			0.14			0.48			0.05			0.19			1.00		
	SALARY FACTOW	1.C6			0.92			1.00			1.19			1.07			0.86		
REGION #3	AVERAGE SALARY	38531	1		28715	1		22926	2					18480	1		26315	5	
	HIGH SALARY	39563			30237			24936						18480			39563		
	LOW SALARY	35031			27104			20911						18480			18480		
	FAC MIX PCT	0.20			0.20			0.40						0.20			1.00		
	SALARY FACTOR	0.98			0.99			0.94						1.01			0.83		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: CLOTHING AND TEXTILES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34132	32	19	28426	58	21	23284	103	25	23712	8	6	18364	18	11	25922	211	25
	HIGH SALARY	50300			41030			30661			27000			23000			50300		
	LOW SALARY	25065			18788			15008			17000			14747			14747		
	FAC MIX PCT	0.15			0.27			0.48			0.04			0.08			1.00		
	SALARY FACTOR	0.87			0.88			0.96			1.00			1.00			0.83		
REGION #1	AVERAGE SALARY	32440	5		28718	5		22687	16		27000	1		16311	2		25038	28	
	HIGH SALARY	37253			32318			27000			27000			17122			37253		
	LOW SALARY	28080			23244			19512			27000			15500			15500		
	FAC MIX PCT	0.18			0.18			0.57			0.04			0.07			1.00		
	SALARY FACTOR	0.83			0.88			0.88			1.14			0.86			0.78		
REGION #2	AVERAGE SALARY	34000	13		28358	18		22386	43		23000	5		18808	5		25437	79	
	HIGH SALARY	50300			41030			28000			29000			19840			50300		
	LOW SALARY	25065			18788			15008			17000			16128			15008		
	FAC MIX PCT	0.16			0.23			0.54			0.06			0.06			1.00		
	SALARY FACTOR	0.87			0.87			0.92			0.87			1.03			0.81		
REGION #3	AVERAGE SALARY	38636	4		27887	11		24881	22		23850	2		20460	2		26988	40	
	HIGH SALARY	45011			33780			30661			24800			20500			45011		
	LOW SALARY	34774			25330			21965			22900			20420			20420		
	FAC MIX PCT	0.10			0.28			0.58			0.05			0.05			1.00		
	SALARY FACTOR	1.02			0.86			1.03			1.01			1.12			0.85		
REGION #4	AVERAGE SALARY	32950	10		28616	24		23843	21					18053	9		26241	64	
	HIGH SALARY	36500			34692			29800						22000			36500		
	LOW SALARY	28080			23417			20343						14747			14747		
	FAC MIX PCT	0.16			0.38			0.33						0.14			1.00		
	SALARY FACTOR	0.84			0.88			0.88						0.99			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: CONSUMER ECONOMICS AND HOME MGMT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35347	17	9	27846	40	12	23056	52	13	21291	5	4	17893	9	8	26056	118	16
	HIGH SALARY	40828			36819			31000			24248			22100			40828		
	LOW SALARY	24815			21430			18424			19000			12530			12530		
	FAC MIX PCT	0.14			0.34			0.44			0.04			0.08			1.00		
	SALARY FACTOR	0.91			0.96			0.95			0.90			0.98			0.83		
REGION #1	AVERAGE SALARY	30100	1		28786	8		21586	10		21083	3		19700	1		24798	20	
	HIGH SALARY	30100			36157			24248			24248			19700			36157		
	LOW SALARY	30100			21958			18424			19000			19700			18424		
	FAC MIX PCT	0.05			0.40			0.50			0.15			0.05			1.00		
	SALARY FACTOR	0.77			0.99			0.89			0.89			1.08			0.79		
REGION #2	AVERAGE SALARY	35636	9		26915	24		22760	14					18193	3		26798	50	
	HIGH SALARY	39218			32780			27600						22100			39218		
	LOW SALARY	30975			21430			19125						12530			12530		
	FAC MIX PCT	0.18			0.48			0.28						0.06			1.00		
	SALARY FACTOR	0.91			0.92			0.94						0.99			0.85		
REGION #3	AVERAGE SALARY	39110	1		28997	4		24418	6								27419	11	
	HIGH SALARY	39110			36819			27819									39110		
	LOW SALARY	39110			23590			20040									20040		
	FAC MIX PCT	0.09			0.36			0.55									1.00		
	SALARY FACTOR	1.00			1.00			1.01									0.87		
REGION #4	AVERAGE SALARY	35162	6		30400	4		23540	22		21604	2		17352	5		25330	37	
	HIGH SALARY	40828			33300			31000			22000			20000			40828		
	LOW SALARY	24815			25900			18600			21208			14500			14500		
	FAC MIX PCT	0.16			0.11			0.59			0.05			0.14			1.00		
	SALARY FACTOR	0.90			1.04			0.97			0.91			0.95			0.80		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: FAMILY RELATIONS & CHILD DEVELOPMT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35531	74	24	28226	103	26	22607	139	27	23521	6	3	17804	23	13	26809	339	27
	HIGH SALARY	60524			40900			31548			27500			29266			60524		
	LOW SALARY	25040			22148			13000			20000			14470			13000		
	FAC MIX PCT	0.22			0.30			0.41			0.02			0.07			1.00		
	SALARY FACTOR	0.91			0.97			0.93			0.99			0.97			0.85		
REGION #1	AVERAGE SALARY	31637	10		26889	8		20945	23					17156	4		24040	45	
	HIGH SALARY	36387			31135			29455						19600			36387		
	LOW SALARY	25040			22148			16397						15500			15500		
	FAC MIX PCT	0.22			0.18			0.51						0.09			1.00		
	SALARY FACTOR	0.81			0.92			0.86						0.94			0.76		
REGION #2	AVERAGE SALARY	34083	17		28205	38		22468	41		27000	2		17314	9		25982	105	
	HIGH SALARY	47900			38650			27500			27500			21960			47900		
	LOW SALARY	28350			22907			17400			26500			14470			14470		
	FAC MIX PCT	0.16			0.36			0.39			0.02			0.08			1.00		
	SALARY FACTOR	0.87			0.97			0.93			1.14			0.95			0.82		
REGION #3	AVERAGE SALARY	37166	31		28591	37		23273	50		21000	3		18856	5		28194	123	
	HIGH SALARY	60524			34148			30645			21500			29266			60524		
	LOW SALARY	27054			22401			13000			20000			14715			13000		
	FAC MIX PCT	0.25			0.30			0.41			0.02			0.04			1.00		
	SALARY FACTOR	0.95			0.98			0.96			0.89			1.03			0.89		
REGION #4	AVERAGE SALARY	36335	16		28125	20		23033	25		24124	1		18154	5		27431	66	
	HIGH SALARY	58069			40900			31548			24124			20499			58069		
	LOW SALARY	27392			22500			19080			24124			16685			16685		
	FAC MIX PCT	0.24			0.30			0.38			0.02			0.08			1.00		
	SALARY FACTOR	0.93			0.97			0.95			1.02			0.99			0.87		

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FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: FOODS AND NUTRITION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34649	55	22	28903	81	25	23326	97	26	22100	8	7	18401	30	13	26849	263	27
	HIGH SALARY	53799			38205			29060			23700			26000			53799		
	LOW SALARY	23463			21381			18000			18500			12908			12908		
	FAC MIX PCT	0.21			0.31			0.37			0.03			0.11			1.00		
	SALARY FACTOR	0.89			0.99			0.96			0.93			1.01			0.85		
REGION #1	AVERAGE SALARY	30884	3		27352	16		23629	14		21697	3		20248	2		25759	35	
	HIGH SALARY	41189			32240			27018			23900			20794			41189		
	LOW SALARY	23463			24000			20453			18500			19702			18500		
	FAC MIX PCT	0.09			0.46			0.40			0.09			0.06			1.00		
	SALARY FACTOR	0.79			0.84			0.97			0.91			1.11			0.82		
REGION #2	AVERAGE SALARY	33843	18		29759	26		22807	29		21505	2		18216	11		26722	84	
	HIGH SALARY	42050			38205			29060			22500			22537			42050		
	LOW SALARY	27652			23727			18000			20510			12908			12908		
	FAC MIX PCT	0.21			0.31			0.35			0.02			0.13			1.00		
	SALARY FACTOR	0.87			1.02			0.94			0.91			1.00			0.85		
REGION #3	AVERAGE SALARY	35505	13		30085	19		24129	29		22910	1		17003	2		28046	63	
	HIGH SALARY	48000			34928			27246			22910			17470			48000		
	LOW SALARY	29852			26172			21240			22910			16535			16535		
	FAC MIX PCT	0.21			0.30			0.46			0.02			0.03			1.00		
	SALARY FACTOR	0.91			1.03			0.99			0.97			0.93			0.89		
REGION #4	AVERAGE SALARY	35348	21		27910	20		22826	25		22896	2		18476	15		26521	81	
	HIGH SALARY	53799			34037			26919			23700			26000			53799		
	LOW SALARY	26930			21381			18335			22091			15000			15000		
	FAC MIX PCT	0.26			0.25			0.31			0.02			0.19			1.00		
	SALARY FACTOR	0.91			0.96			0.94			0.97			1.01			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS
MAJOR FIELD: INSTITUTIONAL MGMT & CAFETERIA MGMT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36826	2	2	28100	10	3	23465	6	2	20000	1	1	21753	2	2	26947	20	4
	HIGH SALARY	44177			32969			26800			20000			23080			44177		
	LOW SALARY	29475			23378			20000			20000			20425			20000		
	FAC MIX PCT	0.10			0.50			0.30			0.05			0.10			1.00		
	SALARY FACTOR	0.94			0.96			0.97			0.84			1.15			0.85		
REGION #1	AVERAGE SALARY				31140	1								20425	1		25782	2	
	HIGH SALARY				31140									20425			31140		
	LOW SALARY				31140									20425			20425		
	FAC MIX PCT				0.50									0.50			1.00		
	SALARY FACTOR				1.07									1.12			0.82		
REGION #2	AVERAGE SALARY	29475	1		25077	2		23820	1					23080	1		25306	5	
	HIGH SALARY	29475			26775			23820						23080			29475		
	LOW SALARY	29475			23378			23820						23080			23080		
	FAC MIX PCT	0.20			0.40			0.20						0.20			1.00		
	SALARY FACTOR	0.76			0.86			0.88						1.26			0.80		
REGION #3	AVERAGE SALARY	44177	1		28530	7		23394	5		20000	1					27758	13	
	HIGH SALARY	44177			32969			26800			20000						44177		
	LOW SALARY	44177			25100			20000			20000						20000		
	FAC MIX PCT	0.08			0.54			0.38			0.08						1.00		
	SALARY FACTOR	1.13			0.96			0.96			0.84						0.88		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: LAW
MAJOR FIELD: LAW

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	48045	21	2	37119	12	3	30763	7	2	37500	1	1				41742	40	3
	HIGH SALARY	57000			40000			37500			37500						57000		
	LOW SALARY	34584			33204			25602			37500						25602		
	FAC MIX PCT	0.53			0.30			0.18			0.03						1.00		
	SALARY FACTOR	1.23			1.27			1.27			1.58						1.32		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	48045	21		37119	12		30763	7		37500	1					41742	40	
	HIGH SALARY	57000			40000			37500			37500						57000		
	LOW SALARY	34584			33204			25602			37500						25602		
	FAC MIX PCT	0.53			0.30			0.18			0.03						1.00		
	SALARY FACTOR	1.23			1.27			1.27			1.58						1.32		

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                                    F A C U L T Y   S A L A R Y   S U R V E Y

                                             DISCIPLINE: LAW
                                            MAJOR FIELD: LAW, PROFESSION

                              PROFESSOR           ASSOC  PROF          ASST  PROF        NEW ASST PROF        INSTRUCTOR           ALL RANKS
                          ****************    ****************    ****************    ****************    ****************    ****************
                          SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS

ALL INST  AVERAGE SALARY  50610   468   28    38469   156   30    34686   113   26    33834    10   11    20422     6    4    45383   743   33
          HIGH SALARY     73800               50500               46500               41500               26145               73800
          LOW SALARY      30341               26590               22500               26501               16000               16000
          FAC MIX PCT      0.63                0.21                0.15                0.03                0.01                1.00
          SALARY FACTOR    1.30                1.33                1.43                1.43                1.12                1.44

REGION #1 AVERAGE SALARY  46197    99         35452    37         30615    16         27171     2         18322     4         41335   156
          HIGH SALARY     67605               44290               34924               27750               21107               67605
          LOW SALARY      30341               28006               22723               26501               16000               16000
          FAC MIX PCT      0.63                0.24                0.10                0.01                0.03                1.00
          SALARY FACTOR    1.18                1.23                1.26                1.15                1.00                1.31

REGION #2 AVERAGE SALARY  52193   174         38668    36         34867    15         33800     5         26145     1         48773   226
          HIGH SALARY     73280               50500               46500               41500               26145               73280
          LOW SALARY      34000               30000               27001               30000               26145               26145
          FAC MIX PCT      0.77                0.16                0.07                0.02                                    1.00
          SALARY FACTOR    1.34                1.33                1.44                1.43                1.43                1.54

REGION #3 AVERAGE SALARY  48687    35         41617    20         37350    32         36834     3                             42845    87
          HIGH SALARY     65000               49920               46500               40000                                   65000
          LOW SALARY      35750               30022               33012               34002                                   30022
          FAC MIX PCT      0.40                0.23                0.37                0.03                                    1.00
          SALARY FACTOR    1.29                1.42                1.54                1.55                                    1.36

REGION #4 AVERAGE SALARY  52041   160         39182    63         34230    50         34278     0         23100     1         45732   274
          HIGH SALARY     73800               49523               45400               40000               23100               73800
          LOW SALARY      31283               26590               22500               29000               23100               22500
          FAC MIX PCT      0.58                0.23                0.18                0.03                                    1.00
          SALARY FACTOR    1.33                1.35                1.41                1.45                1.26                1.45
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FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: ENGLISH, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37002	923	70	26320	1023	70	20707	712	70	20063	57	22	15868	280	38	27247	2858	70
	HIGH SALARY	74729			44400			31865			26500			27312			74729		
	LOW SALARY	21050			16623			15188			16000			10000			10000		
	FAC MIX PCT	0.31			0.35			0.24			0.02			0.10			1.00		
	SALARY FACTOR	0.85			0.90			0.85			0.85			0.87			0.86		
REGION #1	AVERAGE SALARY	34600	181		25665	177		20871	122		20848	9		14550	20		27428	510	
	HIGH SALARY	58498			34496			26852			24433			17700			58498		
	LOW SALARY	21050			16623			15600			18500			13557			13557		
	FAC MIX PCT	0.37			0.35			0.24			0.02			0.04			1.00		
	SALARY FACTOR	0.88			0.86			0.86			0.88			0.79			0.87		
REGION #2	AVERAGE SALARY	35780	190		25881	244		20442	221		19416	9		15802	54		26236	718	
	HIGH SALARY	65000			39302			31865			24000			22631			65000		
	LOW SALARY	24257			17112			16000			16000			10000			10000		
	FAC MIX PCT	0.28			0.34			0.31			0.01			0.08			1.00		
	SALARY FACTOR	0.82			0.80			0.84			0.82			0.87			0.83		
REGION #3	AVERAGE SALARY	38326	308		27565	331		21001	160		20014	14		18218	41		29852	840	
	HIGH SALARY	65000			44400			30000			23500			27312			65000		
	LOW SALARY	24893			18639			15741			18000			12000			12000		
	FAC MIX PCT	0.37			0.36			0.19			0.02			0.05			1.00		
	SALARY FACTOR	0.88			0.95			0.87			0.84			1.05			0.95		
REGION #4	AVERAGE SALARY	38330	225		25566	271		20668	209		20040	25		15258	165		25500	890	
	HIGH SALARY	74729			43200			28020			26500			23663			74729		
	LOW SALARY	26231			20048			15196			17500			12000			12000		
	FAC MIX PCT	0.25			0.30			0.23			0.03			0.21			1.00		
	SALARY FACTOR	0.88			0.88			0.85			0.84			0.83			0.81		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: LITERATURE, ENGLISH

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40931	7	2	26792	15	3	22222	11	2				15691	2	1	27549	35	3
	HIGH SALARY	52820			34000			24196						16234			52820		
	LOW SALARY	31388			21429			17240						15147			15147		
	FAC MIX PCT	0.20			0.43			0.31						0.06			1.00		
	SALARY FACTOR	1.05			0.92			0.92						0.86			0.87		
REGION #1	AVERAGE SALARY				26430	3											26430	3	
	HIGH SALARY				29192												29192		
	LOW SALARY				24800												24800		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.91												0.84		
REGION #2	AVERAGE SALARY	40400	1		34000	1		23163	6								26672	8	
	HIGH SALARY	40400			34000			24000									40400		
	LOW SALARY	40400			34000			20280									20280		
	FAC MIX PCT	0.13			0.13			0.75									1.00		
	SALARY FACTOR	1.04			1.17			0.95									0.84		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	41019	6		26236	11		21092	5					15691	2		27981	24	
	HIGH SALARY	52820			29283			24196						16234			52820		
	LOW SALARY	31388			21429			17240						15147			15147		
	FAC MIX PCT	0.25			0.46			0.21						0.08			1.00		
	SALARY FACTOR	1.05			0.90			0.87						0.86			0.89		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: COMPARATIVE LITERATURE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44547	24	7	28974	13	7	21937	11	4	21750	2	2	16388	1	1	34765	49	0
	HIGH SALARY	62560			39967			25000			24000			16388			62560		
	LOW SALARY	27500			21853			19194			19500			16388			16388		
	FAC MIX PCT	0.49			0.27			0.22			0.04			0.02			1.00		
	SALARY FACTOR	1.14			0.99			0.90			0.92			0.90			1.10		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	61530	1		22085	1											41807	2	
	HIGH SALARY	61530			22085												61530		
	LOW SALARY	61530			22085												22085		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	1.58			0.76												1.32		
REGION #3	AVERAGE SALARY	44279	21		30204	9		22694	6		24000	1					37163	36	
	HIGH SALARY	62560			39967			25000			24000						62560		
	LOW SALARY	28676			21853			19194			24000						19194		
	FAC MIX PCT	0.58			0.25			0.17			0.03						1.00		
	SALARY FACTOR	1.13			1.04			0.94			1.01						1.18		
REGION #4	AVERAGE SALARY	38868	2		27579	3		21030	5		19500	1		16388	1		25637	11	
	HIGH SALARY	50236			30516			22631			19500			16388			50236		
	LOW SALARY	27500			23392			19500			19500			16388			16388		
	FAC MIX PCT	0.18			0.27			0.45			0.09			0.09			1.00		
	SALARY FACTOR	1.00			0.95			0.87			0.82			0.90			0.81		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: CLASSICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39174	66	23	28010	81	25	21070	38	16	17401	1	1	18284	6	4	30181	191	26
	HIGH SALARY	60500			36124			30169			17401			21800			60500		
	LOW SALARY	24402			21730			17000			17401			17000			17000		
	FAC MIX PCT	0.35			0.42			0.20			0.01			0.03			1.00		
	SALARY FACTOR	1.00			0.96			0.87			0.73			1.00			0.96		
REGION #1	AVERAGE SALARY	37595	9		28534	5		20257	2								32596	16	
	HIGH SALARY	51500			31500			23513									51500		
	LOW SALARY	24402			24495			17000									17000		
	FAC MIX PCT	0.56			0.31			0.13									1.00		
	SALARY FACTOR	0.96			0.98			0.83									1.03		
REGION #2	AVERAGE SALARY	40063	12		28595	13		22057	7					19400	2		30755	34	
	HIGH SALARY	58500			32500			24500						21800			58500		
	LOW SALARY	28300			22764			19000						17000			17000		
	FAC MIX PCT	0.35			0.38			0.21						0.06			1.00		
	SALARY FACTOR	1.03			0.98			0.91						1.06			0.97		
REGION #3	AVERAGE SALARY	41366	26		28149	34		22018	13								31764	73	
	HIGH SALARY	60500			36124			30169									60500		
	LOW SALARY	28200			22500			19055									19055		
	FAC MIX PCT	0.36			0.47			0.18									1.00		
	SALARY FACTOR	1.06			0.97			0.91									1.01		
REGION #4	AVERAGE SALARY	36361	19		27495	29		19968	16		17401	1		17726	4		27626	68	
	HIGH SALARY	55325			34428			22693			17401			18000			55325		
	LOW SALARY	26389			21730			17401			17401			17402			17401		
	FAC MIX PCT	0.28			0.43			0.24			0.01			0.06			1.00		
	SALARY FACTOR	0.93			0.94			0.82			0.73			0.97			0.87		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: LINGUISTICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37193	101	15	26312	82	18	20894	49	12	21333	3	3	17447	4	4	29693	236	20
	HIGH SALARY	59173			37920			29000			22000			23150			59173		
	LOW SALARY	26000			20188			13846			20000			13500			13500		
	FAC MIX PCT	0.43			0.35			0.21			0.01			0.02			1.00		
	SALARY FACTOR	0.95			0.90			0.86			0.90			0.95			0.94		
REGION #1	AVERAGE SALARY	37412	11		27351	13		22876	6		21000	2		16620	1		29708	31	
	HIGH SALARY	46092			30324			26184			22000			16620			46092		
	LOW SALARY	31585			22870			19712			20000			16620			16620		
	FAC MIX PCT	0.35			0.42			0.19			0.06			0.03			1.00		
	SALARY FACTOR	0.96			0.94			0.94			0.89			0.91			0.94		
REGION #2	AVERAGE SALARY	43113	16		25469	8		25591	6								34903	30	
	HIGH SALARY	59173			31500			29000									59173		
	LOW SALARY	32376			23087			21100									21100		
	FAC MIX PCT	0.53			0.27			0.20									1.00		
	SALARY FACTOR	1.10			0.87			1.05									1.11		
REGION #3	AVERAGE SALARY	35943	72		26078	60		19811	37		22000	1		23150	1		28874	170	
	HIGH SALARY	54960			37920			26760			22000			23150			54960		
	LOW SALARY	26000			20188			13846			22000			23150			13846		
	FAC MIX PCT	0.42			0.35			0.22			0.01			0.01			1.00		
	SALARY FACTOR	0.92			0.90			0.82			0.93			1.26			0.91		
REGION #4	AVERAGE SALARY	33635	2		33585	1								15010	2		26174	5	
	HIGH SALARY	37987			33585									16519			37987		
	LOW SALARY	29283			33585									13500			13500		
	FAC MIX PCT	0.40			0.20									0.40			1.00		
	SALARY FACTOR	0.86			1.15									0.82			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: SPEECH, DEBATE, & FORENSIC SCIENCE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35019	171	38	26754	177	38	21226	184	35	20326	25	15	17356	52	20	26595	584	39
	HIGH SALARY	51750			35200			28000			28000			21245			51750		
	LOW SALARY	24257			17619			14895			16500			13678			13678		
	FAC MIX PCT	0.29			0.30			0.32			0.04			0.09			1.00		
	SALARY FACTOR	0.90			0.92			0.87			0.86			0.95			0.84		
REGION #1	AVERAGE SALARY	32343	49		25998	39		20953	28		22000	1		17219	14		26357	130	
	HIGH SALARY	43600			32750			25500			22000			20980			43600		
	LOW SALARY	24257			17619			17547			22000			14318			14318		
	FAC MIX PCT	0.38			0.30			0.22			0.01			0.11			1.00		
	SALARY FACTOR	0.83			0.89			0.86			0.93			0.94			0.83		
REGION #2	AVERAGE SALARY	36431	66		26959	65		21833	68		19971	9		17853	18		27478	217	
	HIGH SALARY	51750			33822			28000			28000			21245			51750		
	LOW SALARY	27001			21781			16500			16500			13678			13678		
	FAC MIX PCT	0.30			0.30			0.31			0.04			0.08			1.00		
	SALARY FACTOR	0.93			0.93			0.90			0.84			0.98			0.87		
REGION #3	AVERAGE SALARY	36585	27		27065	48		20778	47		21834	7		21000	1		26702	123	
	HIGH SALARY	50945			34020			26090			25000			21000			50945		
	LOW SALARY	27700			20898			14895			18000			21000			14895		
	FAC MIX PCT	0.22			0.39			0.38			0.06			0.01			1.00		
	SALARY FACTOR	0.94			0.93			0.86			0.92			1.15			0.85		
REGION #4	AVERAGE SALARY	34870	29		26801	25		20922	41		19195	8		16795	10		25071	114	
	HIGH SALARY	42000			35200			26020			21000			19080			42000		
	LOW SALARY	27321			21061			17645			17645			14000			14000		
	FAC MIX PCT	0.25			0.22			0.36			0.07			0.17			1.00		
	SALARY FACTOR	0.89			0.92			0.86			0.81			0.92			0.79		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: ENGLISH AS A FOREIGN LANGUAGE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35446	6	4	27218	9	2	21068	18	5	18836	1	1	13939	9	3	22912	42	7
	HIGH SALARY	40224			32244			28574			18836			18000			40224		
	LOW SALARY	30766			24340			16037			18836			12609			12609		
	FAC MIX PCT	0.14			0.21			0.43			0.02			0.21			1.00		
	SALARY FACTOR	0.91			0.93			0.87			0.79			0.76			0.73		
REGION #1	AVERAGE SALARY	36647	3		28524	5		21687	10		18836	1					26079	18	
	HIGH SALARY	40224			32244			28574			18836						40224		
	LOW SALARY	30766			26184			18694			18836						18694		
	FAC MIX PCT	0.17			0.28			0.56			0.06						1.00		
	SALARY FACTOR	0.94			0.98			0.89			0.79						0.83		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	35820	2		25585	4		22410	3								26801	9	
	HIGH SALARY	37870			26000			23100									37870		
	LOW SALARY	33770			24340			21730									21730		
	FAC MIX PCT	0.22			0.44			0.33									1.00		
	SALARY FACTOR	0.92			0.88			0.92									0.85		
REGION #4	AVERAGE SALARY	31095	1					19026	5					13939	9		16779	15	
	HIGH SALARY	31095						25095						18000			31095		
	LOW SALARY	31095						16037						12609			12609		
	FAC MIX PCT	0.07						0.33						0.60			1.00		
	SALARY FACTOR	0.80						0.78						0.76			0.53		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: PHILOSOPHY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37362	279	63	27318	257	65	21095	157	55	18663	18	14	18530	9	7	29805	702	68
	HIGH SALARY	64606			41960			29066			25500			21000			64606		
	LOW SALARY	20656			19830			14829			15000			16227			14829		
	FAC MIX PCT	0.40			0.37			0.22			0.03			0.01			1.00		
	SALARY FACTOR	0.96			0.94			0.87			0.79			1.01			0.94		
REGION #1	AVERAGE SALARY	35454	54		26570	43		21317	30		16844	3					29106	127	
	HIGH SALARY	59565			34000			29066			17766						59565		
	LOW SALARY	20656			21374			15000			15000						15000		
	FAC MIX PCT	0.43			0.34			0.24			0.02						1.00		
	SALARY FACTOR	0.91			0.91			0.88			0.71						0.92		
REGION #2	AVERAGE SALARY	37775	56		26898	69		21039	[illegible]		18250	2					29218	164	
	HIGH SALARY	64606			39422			26130			19000						64606		
	LOW SALARY	25278			21488			14329			17500						14829		
	FAC MIX PCT	0.34			0.42			0.24			0.01						1.00		
	SALARY FACTOR	0.97			0.92			0.87			0.77						0.83		
REGION #3	AVERAGE SALARY	38520	110		28657	86		21557	47		19684	6		18173	4		31528	247	
	HIGH SALARY	58600			41960			28937			24000			19417			58600		
	LOW SALARY	24000			21231			16002			17600			16227			16002		
	FAC MIX PCT	0.45			0.35			0.19			0.02			0.02			1.00		
	SALARY FACTOR	0.99			0.98			0.89			0.83			0.99			1.00		
REGION #4	AVERAGE SALARY	36559	59		26402	59		20456	41		18683	7		18816	5		28338	164	
	HIGH SALARY	60683			34800			27250			25500			21000			60683		
	LOW SALARY	27000			19830			16000			16000			16500			16000		
	FAC MIX PCT	0.36			0.36			0.25			0.04			0.03			1.00		
	SALARY FACTOR	0.94			0.81			0.84			0.79			1.03			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: RELIGIOUS STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37998	76	23	26441	43	22	20910	43	21	18736	3	3	18478	1	1	30321	163	28
	HIGH SALARY	61000			42833			25100			19000			18478			61000		
	LOW SALARY	27015			20940			18000			18459			18478			18000		
	FAC MIX PCT	0.47			0.26			0.26			0.02			0.01			1.00		
	SALARY FACTOR	0.97			0.91			0.86			0.79			1.01			0.96		
REGION #1	AVERAGE SALARY	37204	26		27097	6		22677	4								33905	36	
	HIGH SALARY	54100			31600			24400									54100		
	LOW SALARY	27015			23760			21700									21700		
	FAC MIX PCT	0.72			0.17			0.11									1.00		
	SALARY FACTOR	0.95			0.93			0.93									1.07		
REGION #2	AVERAGE SALARY	32693	5		23896	8		19966	7								24719	20	
	HIGH SALARY	35147			28780			20807									35147		
	LOW SALARY	29160			20940			18000									18000		
	FAC MIX PCT	0.25			0.40			0.35									1.00		
	SALARY FACTOR	0.84			0.82			0.82									0.78		
REGION #3	AVERAGE SALARY	36702	13		25415	13		22114	10								28574	36	
	HIGH SALARY	50164			30000			24290									50164		
	LOW SALARY	30851			22719			19062									19062		
	FAC MIX PCT	0.36			0.36			0.28									1.00		
	SALARY FACTOR	0.94			0.87			0.91									0.91		
REGION #4	AVERAGE SALARY	39999	32		28302	16		20341	22		18736	3		18478	1		30968	71	
	HIGH SALARY	61000			42833			25100			19000			18478			61000		
	LOW SALARY	28065			24196			18016			18459			18478			18016		
	FAC MIX PCT	0.45			0.23			0.31			0.04			0.01			1.00		
	SALARY FACTOR	1.02			0.97			0.84			0.79			1.01			0.98		

FACULTY SALARY SURVEY

DISCIPLINE: LETTERS
MAJOR FIELD: LETTERS, OTHER SPECIALTIES

		PROFESSOR			ASSOC PRJF			ASST PROF			NEW ASST PROF			INSTRUCTOR			AL'. RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36967	30	4	28708	18	3	22410	8	3				14907	9	1	29833	65	5
	HIGH SALARY	55000			34910			26797						15660			55000		
	LOW SALARY	28493			20649			19064						14000			14000		
	FAC MIX PCT	0.46			0.28			0.12						0.14			1.00		
	SALARY FACTOR	0.95			0.99			0.92						0.81			0.94		
REGION #1	AVERAGE SALARY	38923	6		29911	10		22931	2								32139	18	
	HIGH SALARY	43763			34062			26797									43763		
	LOW SALARY	31379			23646			19064									19064		
	FAC MIX PCT	0.33			0.56			0.11									1.00		
	SALARY FACTOR	1.00			1.03			0.95									1.02		
REGION #2	AVERAGE SALARY													14907	9		14907	9	
	HIGH SALARY													15660			15660		
	LOW SALARY													14000			14000		
	FAC MIX PCT													1.00			1.00		
	SALARY FACTOR													0.81			0.47		
REGION #3	AVERAGE SALARY	37959	10		27203	8		22237	6								30443	24	
	HIGH SALARY	45170			34910			25553									45170		
	LOW SALARY	28493			20649			19495									19495		
	FAC MIX PCT	0.42			0.33			0.25									1.00		
	SALARY FACTOR	0.97			0.93			0.92									0.96		
REGION #4	AVERAGE SALARY	35419	14														35419	14	
	HIGH SALARY	55000															55000		
	LOW SALARY	28950															28950		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	0.91															1.12		

FACULTY SALARY SURVEY

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY SCIENCE, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38342	61	20	29917	68	21	23715	52	20	24000	4	3	20244	3	3	30799	184	23
	HIGH SALARY	59000			38840			29739			25000			21061			59000		
	LOW SALARY	26800			21407			18000			21500			19772			18000		
	FAC MIX PCT	0.33			0.37			0.28			0.02			0.02			1.00		
	SALARY FACTOR	0.98			1.03			0.98			1.01			1.11			0.98		
REGION #1	AVERAGE SALARY	38586	6		28738	6		22882	7								29690	19	
	HIGH SALARY	47558			35000			28185									47558		
	LOW SALARY	29015			24000			19152									19152		
	FAC MIX PCT	0.32			0.32			0.37									1.00		
	SALARY FACTOR	0.99			0.99			0.94									0.94		
REGION #2	AVERAGE SALARY	37334	17		31873	15		25213	6		24750	2		19900	1		32922	39	
	HIGH SALARY	45770			38840			29739			25000			19900			45770		
	LOW SALARY	26800			23400			20000			24500			19900			19900		
	FAC MIX PCT	0.44			0.38			0.15			0.05			0.03			1.00		
	SALARY FACTOR	0.96			1.09			1.04			1.04			1.09			1.04		
REGION #3	AVERAGE SALARY	40136	13		29283	20		24392	21								29993	54	
	HIGH SALARY	51094			33945			28618									51094		
	LOW SALARY	35040			25365			20594									20594		
	FAC MIX PCT	0.24			0.37			0.39									1.00		
	SALARY FACTOR	1.03			1.01			1.01									0.95		
REGION #4	AVERAGE SALARY	38035	25		29561	27		22752	18		23250	2		20417	2		30547	72	
	HIGH SALARY	59000			37923			27149			25000			21061			59000		
	LOW SALARY	27609			21407			18000			21500			19772			18000		
	FAC MIX PCT	0.35			0.38			0.25			0.03			0.03			1.00		
	SALARY FACTOR	0.97			1.01			0.94			0.98			1.12			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASSY PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39371	1235	70	28807	778	70	23133	558	68	22626	107	44	17265	197	33	31554	2768	70
	HIGH SALARY	72178			42116			31937			30000			29200			72178		
	LOW SALARY	22500			18540			15030			15030			10163			10163		
	FAC MIX PCT	0.45			0.28			0.20			0.04			0.07			1.00		
	SALARY FACTOR	1.01			0.99			0.95			0.95			0.94			1.00		
REGION #1	AVERAGE SALARY	36575	213		27673	131		22491	67		22478	20		17437	22		30729	433	
	HIGH SALARY	56989			36618			30000			30000			20031			56989		
	LOW SALARY	25259			21878			15150			20000			13794			13794		
	FAC MIX PCT	0.49			0.30			0.15			0.05			0.05			1.00		
	SALARY FACTOR	0.94			0.95			0.93			0.95			0.95			0.97		
REGION #2	AVERAGE SALARY	38939	302		29076	188		22781	155		22516	25		16697	41		31255	686	
	HIGH SALARY	66500			41524			30000			29000			19500			66500		
	LOW SALARY	24000			18540			17000			17500			11890			11890		
	FAC MIX PCT	0.44			0.27			0.23			0.04			0.06			1.00		
	SALARY FACTOR	1.00			1.00			0.94			0.95			0.91			0.99		
REGION #3	AVERAGE SALARY	41698	438		29692	247		23577	166		22749	29		19188	38		34016	859	
	HIGH SALARY	70104			42116			31000			26000			29200			70104		
	LOW SALARY	26200			20959			16380			20400			12000			12000		
	FAC MIX PCT	0.49			0.28			0.19			0.03			0.04			1.00		
	SALARY FACTOR	1.07			1.02			0.97			0.96			1.05			1.08		
REGION #4	AVERAGE SALARY	38330	282		28237	212		23272	170		22689	33		16708	96		29414	760	
	HIGH SALARY	72178			41283			31937			28500			23700			72178		
	LOW SALARY	22500			21061			15030			15030			10163			10163		
	FAC MIX PCT	0.37			0.28			0.22			0.04			0.13			1.00		
	SALARY FACTOR	0.98			0.97			0.96			0.96			0.91			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: STATISTICS, MATHEMATICAL & THEORET

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39784	147	21	28709	60	20	23427	93	19	22952	14	8	18163	13	7	31802	313	22
	HIGH SALARY	68519			42938			32200			25409			25000			68519		
	LOW SALARY	26492			22100			19935			20000			13200			13200		
	FAC MIX PCT	0.47			0.19			0.30			0.04			0.04			1.00		
	SALARY FACTOR	1.02			0.99			0.97			0.97			0.99			1.01		
REGION #1	AVERAGE SALARY	32888	18		24427	5		23221	7								29222	30	
	HIGH SALARY	50654			27595			25400									50654		
	LOW SALARY	26492			22100			20500									20500		
	FAC MIX PCT	0.60			0.17			0.33									1.00		
	SALARY FACTOR	0.84			0.84			0.95									0.93		
REGION #2	AVERAGE SALARY	37727	59		27497	18		22694	34		21443	3		13200	1		31300	112	
	HIGH SALARY	68040			34470			26000			22328			13200			68040		
	LOW SALARY	26836			22550			19935			21000			13200			13200		
	FAC MIX PCT	0.53			0.16			0.30			0.03			0.01			1.00		
	SALARY FACTOR	0.97			0.94			0.94			0.90			0.72			0.99		
REGION #3	AVERAGE SALARY	46080	13		33636	3		25229	7		24500	2					38111	23	
	HIGH SALARY	58000			35915			28000			25000						58000		
	LOW SALARY	38042			28500			20000			24000						20000		
	FAC MIX PCT	0.57			0.13			0.30			0.09						1.00		
	SALARY FACTOR	1.18			1.15			1.04			1.03						1.21		
REGION #4	AVERAGE SALARY	42655	57		29545	34		23732	45		23110	9		18577	12		31937	148	
	HIGH SALARY	68519			42938			32200			25409			25000			68519		
	LOW SALARY	31505			24401			20000			20000			14800			14800		
	FAC MIX PCT	0.39			0.23			0.30			0.06			0.08			1.00		
	SALARY FACTOR	1.09			1.01			0.98			0.97			1.01			1.01		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40291	29	4	29534	23	4	27275	12	3	26750	3	1	20800	1	1	33781	65	4
	HIGH SALARY	53259			34823			32301			27500			20800			53259		
	LOW SALARY	29162			24823			24818			26000			20800			20800		
	FAC MIX PCT	0.45			0.35			0.18			0.05			0.02			1.00		
	SALARY FACTOR	1.03			1.01			1.12			1.13			1.14			1.07		
REGION #1	AVERAGE SALARY	37669	21		29078	20		25930	4					20800	1		32546	46	
	HIGH SALARY	52392			34237			28512						20800			52392		
	LOW SALARY	29162			24823			24818						20800			20800		
	FAC MIX PCT	0.46			0.43			0.09						0.02			1.00		
	SALARY FACTOR	0.97			1.00			1.07						1.14			1.03		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	48151	7		34399	2		27947	8		26750	3					37025	17	
	HIGH SALARY	53259			34823			32301			27500						53259		
	LOW SALARY	44269			33974			26000			26000						26000		
	FAC MIX PCT	0.41			0.12			0.47			0.18						1.00		
	SALARY FACTOR	1.23			1.18			1.15			1.13						1.17		
REGION #4	AVERAGE SALARY	40327	1		28903	1											34615	2	
	HIGH SALARY	40327			28903												40327		
	LOW SALARY	40327			28903												28903		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	1.03			0.99												1.10		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35834	7	2	28727	7	3	23600	1	1				21550	2	1	30508	17	3
	HIGH SALARY	45020			30750			23600						27000			45020		
	LOW SALARY	28600			25600			23600						16100			16100		
	FAC MIX PCT	0.41			0.41			0.06						0.12			1.00		
	SALARY FACTOR	0.92			0.99			0.97						1.18			0.97		
REGION #1	AVERAGE SALARY	42328	3		28960	4											34689	7	
	HIGH SALARY	45020			30324												45020		
	LOW SALARY	37562			27309												27309		
	FAC MIX PCT	0.43			0.57												1.00		
	SALARY FACTOR	1.08			0.99												1.10		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	30964	4		28417	3		23600	1					21550	2		27581	10	
	HIGH SALARY	33759			30750			23600						27000			33759		
	LOW SALARY	28600			25600			23600						16100			16100		
	FAC MIX PCT	0.40			0.30			0.10						0.20			1.00		
	SALARY FACTOR	0.79			0.98			0.97						1.18			0.87		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICS, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39764	1067	67	29691	393	68	24790	241	61	23245	30	25	12955	3	3	35275	1704	70
	HIGH SALARY	75000			53000			34900			33000			14891			75000		
	LOW SALARY	21287			17800			15000			15000			10000			10000		
	FAC MIX PCT	0.63			0.23			0.14			0.02						1.00		
	SALARY FACTOR	1.02			1.02			1.02			0.98			0.71			1.12		
REGION #1	AVERAGE SALARY	39232	191		29699	63		23660	26		20000	2		10000	1		35550	281	
	HIGH SALARY	60900			39000			29000			25000			10000			60900		
	LOW SALARY	21287			17800			15000			15000			10000			10000		
	FAC MIX PCT	0.68			0.22			0.09			0.01						1.00		
	SALARY FACTOR	1.01			1.02			0.98			0.84			0.55			1.13		
REGION #2	AVERAGE SALARY	38370	264		29421	109		24370	71		22971	6		14891	1		33891	445	
	HIGH SALARY	58734			53000			32175			25000			14891			58734		
	LOW SALARY	25909			18120			15200			21500			14891			14891		
	FAC MIX PCT	0.59			0.24			0.16			0.01						1.00		
	SALARY FACTOR	0.98			1.01			1.00			0.97			0.81			1.07		
REGION #3	AVERAGE SALARY	41497	351		30831	102		26502	86		24484	14					37086	539	
	HIGH SALARY	69538			42000			34900			33000						69538		
	LOW SALARY	22509			19647			19098			19098						19098		
	FAC MIX PCT	0.65			0.19			0.16			0.03						1.00		
	SALARY FACTOR	1.06			1.06			1.09			1.03						1.17		
REGION #4	AVERAGE SALARY	39233	261		28956	119		23271	58		22092	8		13974	1		34280	439	
	HIGH SALARY	75000			38700			30200			25865			13974			75000		
	LOW SALARY	23799			22185			15132			18400			13974			13974		
	FAC MIX PCT	0.59			0.27			0.13			0.02						1.00		
	SALARY FACTOR	1.01			0.99			0.96			0.93			0.76			1.09		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40502	985	70	29178	378	72	23428	285	70	22992	46	30	19584	34	18	34641	1682	72
	HIGH SALARY	73500			44262			32500			27000			33000			73500		
	LOW SALARY	18500			17800			13909			19200			12400			12400		
	FAC MIX PCT	0.59			0.22			0.17			0.03			0.02			1.00		
	SALARY FACTOR	1.04			1.00			0.97			0.97			1.07			1.10		
REGION #1	AVERAGE SALARY	37293	224		27648	59		22871	49		22203	11		19212	7		33156	339	
	HIGH SALARY	63894			35502			28415			24500			26391			63894		
	LOW SALARY	20874			20364			14550			19200			12804			12804		
	FAC MIX PCT	0.66			0.17			0.14			0.03			0.02			1.00		
	SALARY FACTOR	0.96			0.95			0.94			0.94			1.05			1.05		
REGION #2	AVERAGE SALARY	40203	210		29173	98		23602	77		23818	11		16658	7		33764	392	
	HIGH SALARY	71297			38000			32337			27000			18110			71297		
	LOW SALARY	22550			17800			14841			22000			14780			14780		
	FAC MIX PCT	0.54			0.25			0.20			0.03			0.02			1.00		
	SALARY FACTOR	1.03			1.00			0.97			1.00			0.91			1.07		
REGION #3	AVERAGE SALARY	43149	305		30394	100		24133	92		23001	14		24040	5		36932	502	
	HIGH SALARY	73500			44262			32500			25500			33000			73500		
	LOW SALARY	27700			21690			17500			20007			15012			15012		
	FAC MIX PCT	0.61			0.20			0.18			0.03			0.01			1.00		
	SALARY FACTOR	1.11			1.04			0.99			0.97			1.31			1.17		
REGION #4	AVERAGE SALARY	40397	246		28922	121		22668	67		22940	10		19637	15		33965	449	
	HIGH SALARY	65800			42429			28500			25000			32483			65800		
	LOW SALARY	18500			19631			13909			20000			12400			12400		
	FAC MIX PCT	0.55			0.27			0.15			0.02			0.03			1.00		
	SALARY FACTOR	1.03			0.99			0.93			0.97			1.07			1.08		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: CHEMISTRY/SPECIALITIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	32279	8	1	26203	7	1	21067	6	2							27050	21	2
	HIGH SALARY	40943			31140			26100									40943		
	LOW SALARY	28080			22140			18630									18630		
	FAC MIX PCT	0.38			0.33			0.29									1.00		
	SALARY FACTOR	0.83			0.90			0.87									0.86		
REGION #1	AVERAGE SALARY							24500	2								24500	2	
	HIGH SALARY							26100									26100		
	LOW SALARY							22900									22900		
	FAC MIX PCT							1.00									1.00		
	SALARY FACTOR							1.01									0.78		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	32279	8		26203	7		19350	4								27318	19	
	HIGH SALARY	40943			31140			19620									40943		
	LOW SALARY	28080			22140			18630									18630		
	FAC MIX PCT	0.42			0.37			0.21									1.00		
	SALARY FACTOR	0.83			0.90			0.80									0.87		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHARMACEUTICAL CHEMISTRY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42075	29	4	28678	8	3	24341	4	2				15691	2	2	36705	43	4
	HIGH SALARY	63630			41837			25360						16000			63630		
	LOW SALARY	30135			17600			23214						15382			15382		
	FAC MIX PCT	0.67			0.19			0.09						0.05			1.00		
	SALARY FACTOR	1.08			0.98			1.00						0.86			1.16		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	40806	12		29530	2											39195	14	
	HIGH SALARY	63630			29615												63630		
	LOW SALARY	30135			29455												29455		
	FAC MIX PCT	0.86			0.14												1.00		
	SALARY FACTOR	1.05			1.01												1.24		
REGION #3	AVERAGE SALARY	43001	16		28394	6		24341	4					16000	1		35990	27	
	HIGH SALARY	63168			41837			25360						16000			63168		
	LOW SALARY	33229			17600			23214						16000			16000		
	FAC MIX PCT	0.59			0.22			0.15						0.04			1.00		
	SALARY FACTOR	1.10			0.97			1.00						0.87			1.14		
REGION #4	AVERAGE SALARY	42489	1											15382	1		28935	2	
	HIGH SALARY	42489												15382			42489		
	LOW SALARY	42489												15382			15382		
	FAC MIX PCT	0.50												0.50			1.00		
	SALARY FACTOR	1.09												0.84			0.92		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: ASTRONOMY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42652	78	8	28708	38	8	26655	11	6	25667	3	2				37093	127	9
	HIGH SALARY	65000			35000			30000			30000						65000		
	LOW SALARY	28981			21666			20000			20000						20000		
	FAC MIX PCT	0.61			0.30			0.09			0.02						1.00		
	SALARY FACTOR	1.09			0.99			1.10			1.08						1.17		
REGION #1	AVERAGE SALARY	41477	26		29335	8		25974	4		25000	2					37288	38	
	HIGH SALARY	54770			35000			30000			30000						54770		
	LOW SALARY	30000			21666			20000			20000						20000		
	FAC MIX PCT	0.68			0.21			0.11			0.05						1.00		
	SALARY FACTOR	1.06			1.01			1.07			1.05						1.18		
REGION #2	AVERAGE SALARY	39426	18		30076	8		27515	4								35344	30	
	HIGH SALARY	58000			32500			30000									58000		
	LOW SALARY	28981			24165			21559									21559		
	FAC MIX PCT	0.60			0.27			0.13									1.00		
	SALARY FACTOR	1.01			1.03			1.13									1.12		
REGION #3	AVERAGE SALARY	46764	25		30383	6		27000	2		27000	1					42587	33	
	HIGH SALARY	65000			32250			27000			27000						65000		
	LOW SALARY	29[illegible]			27750			27000			27000						27000		
	FAC MIX PCT	0.76			0.18			0.06			0.03						1.00		
	SALARY FACTOR	1.20			1.04			1.11			1.14						1.35		
REGION #4	AVERAGE SALARY	41074	9		27082	16		25250	1								31855	26	
	HIGH SALARY	51800			33200			25250									51800		
	LOW SALARY	29795			21804			25250									21804		
	FAC MIX PCT	0.35			0.62			0.04									1.00		
	SALARY FACTOR	1.05			0.93			1.04									1.01		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: ATMOSPHERIC SCIENCES & METEOROLOGY

		PROFESSOR			ASSOC PRUF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40666	64	15	29116	50	14	24385	32	11	23718	5	2	24447	2	2	33024	148	16
	HIGH SALARY	63400			42021			29800			26000			29949			63400		
	LOW SALARY	26335			20487			18802			22550			18945			18802		
	FAC MIX PCT	0.43			0.34			0.22			0.03			0.01			1.00		
	SALARY FACTOR	1.04			1.00			1.01			1.00			1.34			1.05		
REGION #1	AVERAGE SALARY	38302	10		28559	14		24723	8		26000	1		24447	2		30121	35	
	HIGH SALARY	47582			35303			28318			26000			29949			47582		
	LOW SALARY	26335			20487			19296			26000			18945			18945		
	FAC MIX PCT	0.29			0.40			0.26			0.03			0.06			1.00		
	SALARY FACTOR	0.96			0.98			1.02			1.10			1.34			0.95		
REGION #2	AVERAGE SALARY	40912	28		31213	15		26254	5								36354	48	
	HIGH SALARY	56700			42021			27810									56700		
	LOW SALARY	34245			22989			24146									22989		
	FAC MIX PCT	0.58			0.31			0.10									1.00		
	SALARY FACTOR	1.05			1.07			1.08									1.15		
REGION #3	AVERAGE SALARY	43111	13		30496	5		25400	6								36055	24	
	HIGH SALARY	63400			33000			29800									63400		
	LOW SALARY	34543			26710			21628									21628		
	FAC MIX PCT	0.54			0.21			0.25									1.00		
	SALARY FACTOR	1.10			1.05			1.05									1.14		
REGION #4	AVERAGE SALARY	39511	13		27207	16		22845	12		23148	4					29831	41	
	HIGH SALARY	54685			35310			26864			23540						54685		
	LOW SALARY	30880			23332			16802			22550						18802		
	FAC MIX PCT	0.32			0.39			0.29			0.10						1.00		
	SALARY FACTOR	1.01			0.93			0.94			0.98						0.94		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: GEOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40071	337	52	28974	177	51	24566	171	52	23628	17	15	19692	10	9	33136	695	53
	HIGH SALARY	71760			41800			33055			28000			23441			71760		
	LOW SALARY	24350			21471			19170			19806			16363			16363		
	FAC MIX PCT	0.48			0.25			0.25			0.02			0.01			1.00		
	SALARY FACTOR	1.03			0.89			1.01			1.00			1.08			1.05		
REGION #1	AVERAGE SALARY	36068	55		27438	35		23805	25		21775	2		16363	1		30651	116	
	HIGH SALARY	54300			31716			28814			22550			16363			54300		
	LOW SALARY	27401			22105			20618			21000			16363			16363		
	FAC MIX PCT	0.47			0.30			0.22			0.02			0.01			1.00		
	SALARY FACTOR	0.92			0.94			0.98			0.92			0.89			0.97		
REGION #2	AVERAGE SALARY	42478	86		30202	36		26246	49		25199	4		18000	1		35142	172	
	HIGH SALARY	71760			41800			32130			27750			18000			71760		
	LOW SALARY	26978			21471			21500			23000			18000			18000		
	FAC MIX PCT	0.50			0.21			0.28			0.02			0.01			1.00		
	SALARY FACTOR	1.08			1.04			1.08			1.06			0.98			1.11		
REGION #3	AVERAGE SALARY	39838	116		29554	61		24740	49		23757	4		22815	2		33692	228	
	HIGH SALARY	60000			37351			33055			27000			22950			60000		
	LOW SALARY	24350			23337			20025			20025			22680			20025		
	FAC MIX PCT	0.51			0.27			0.21			0.02			0.01			1.00		
	SALARY FACTOR	1.02			1.01			1.02			1.00			1.25			1.07		
REGION #4	AVERAGE SALARY	40572	80		28399	45		23071	48		23187	7		19487	6		32111	179	
	HIGH SALARY	60000			36600			28795			28000			23441			60000		
	LOW SALARY	26000			21978			19170			19806			17010			17010		
	FAC MIX PCT	0.45			0.25			0.27			0.04			0.03			1.00		
	SALARY FACTOR	1.04			0.97			0.95			0.98			1.06			1.02		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: EARTH SCIENCES, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40886	73	9	28693	35	8	23728	36	9	22987	7	5	19565	4	3	33252	148	9
	HIGH SALARY	57800			36500			29768			26000			24000			57800		
	LOW SALARY	26984			22500			19500			20000			15000			15000		
	FAC MIX PCT	0.49			0.24			0.24			0.05			0.03			1.00		
	SALARY FACTOR	1.05			0.99			0.98			0.97			1.07			1.05		
REGION #1	AVERAGE SALARY	39840	24		26944	8		21732	7		20000	1		19500	2		33240	41	
	HIGH SALARY	56040			30000			24896			20000			24000			56040		
	LOW SALARY	26984			22500			19855			20000			15000			15000		
	FAC MIX PCT	0.59			0.20			0.17			0.02			0.05			1.00		
	SALARY FACTOR	1.02			0.92			0.90			0.84			1.07			1.05		
REGION #2	AVERAGE SALARY	35789	20		29254	13		23944	19		23000	2		19630	2		29449	54	
	HIGH SALARY	42811			32467			29768			25000			20000			42811		
	LOW SALARY	28444			26150			19500			21000			19260			19260		
	FAC MIX PCT	0.37			0.24			0.35			0.04			0.04			1.00		
	SALARY FACTOR	0.92			1.00			0.99			0.97			1.07			0.93		
REGION #3	AVERAGE SALARY	45266	29		29172	14		24714	10		23727	4					37137	53	
	HIGH SALARY	57800			36500			28700			26000						57800		
	LOW SALARY	36266			22880			21500			21500						21500		
	FAC MIX PCT	0.55			0.26			0.19			0.08						1.00		
	SALARY FACTOR	1.16			1.00			1.02			1.00						1.18		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: OCEANOGRAPHY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38504	76	6	30190	56	6	24950	26	6	24440	4	2	29478	1	1	33303	159	6
	HIGH SALARY	56243			48600			29796			27049			29478			56243		
	LOW SALARY	25507			23372			21061			21061			29478			21061		
	FAC MIX PCT	0.48			0.35			0.16			0.03			0.01			1.00		
	SALARY FACTOR	0.99			1.04			1.03			1.03			1.61			1.02		
REGION #1	AVERAGE SALARY	37849	23		30718	19		25175	16		25566	3		29478	1		31973	59	
	HIGH SALARY	48413			35163			28770			27049			29478			48413		
	LOW SALARY	25507			25918			22878			23419			29478			22878		
	FAC MIX PCT	0.39			0.32			0.27			0.05			0.02			1.00		
	SALARY FACTOR	0.97			1.05			1.04			1.08			1.61			1.01		
REGION #2	AVERAGE SALARY	41513	14		31067	12		24216	2								35800	28	
	HIGH SALARY	56243			48600			24705									56243		
	LOW SALARY	35460			24570			23850									23850		
	FAC MIX PCT	0.50			0.43			0.07									1.00		
	SALARY FACTOR	1.06			1.07			1.00									1.13		
REGION #3	AVERAGE SALARY	37802	33		30300	17		25640	6								34221	56	
	HIGH SALARY	54086			39755			29796									54086		
	LOW SALARY	29440			24697			22157									22157		
	FAC MIX PCT	0.59			0.30			0.11									1.00		
	SALARY FACTOR	0.97			1.04			1.06									1.08		
REGION #4	AVERAGE SALARY	37862	6		27387	8		21818	2		21061	1					30616	16	
	HIGH SALARY	45183			38859			22574			21061						45183		
	LOW SALARY	31388			23372			21061			21061						21061		
	FAC MIX PCT	0.38			0.50			0.13			0.06						1.00		
	SALARY FACTOR	0.97			0.94			0.90			0.89						0.97		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCE, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44668	58	5	33707	19	4	27283	9	5							40426	86	5
	HIGH SALARY	68497			42764			38709									68497		
	LOW SALARY	29367			24931			18819									18819		
	FAC MIX PCT	0.67			0.22			0.10									1.00		
	SALARY FACTOR	1.14			1.16			1.12									1.28		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	43972	41		33157	5		25357	6								40783	52	
	HIGH SALARY	68497			40338			27981									68497		
	LOW SALARY	29367			29569			18819									18819		
	FAC MIX PCT	0.79			0.10			0.12									1.00		
	SALARY FACTOR	1.13			1.14			1.05									1.29		
REGION #3	AVERAGE SALARY	47747	9		35013	6		38709	1								42406	16	
	HIGH SALARY	66800			42764			38709									66800		
	LOW SALARY	31816			24931			38709									24931		
	FAC MIX PCT	0.56			0.38			0.06									1.00		
	SALARY FACTOR	1.22			1.20			1.60									1.34		
REGION #4	AVERAGE SALARY	44774	8		33071	8		27350	2								37636	18	
	HIGH SALARY	47384			38769			27700									47384		
	LOW SALARY	38200			26900			27000									26900		
	FAC MIX PCT	0.44			0.44			0.11									1.00		
	SALARY FACTOR	1.15			1.14			1.13									1.19		

FACULTY SALARY SURVEY

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39282	803	67	27843	491	67	21494	344	65	20883	43	26	19277	25	15	31824	1663	68
	HIGH SALARY	73380			42525			31200			28500			30644			73380		
	LOW SALARY	24449			18400			15261			16500			12681			12681		
	FAC MIX PCT	0.48			0.30			0.21			0.03			0.02			1.00		
	SALARY FACTOR	1.01			0.96			0.89			0.88			1.05			1.01		
REGION #1	AVERAGE SALARY	36447	161		26679	88		20900	39		19078	4		18019	4		31174	292	
	HIGH SALARY	54300			35436			26463			20500			22473			54300		
	LOW SALARY	24449			20679			18055			18400			16000			16000		
	FAC MIX PCT	0.55			0.30			0.13			0.01			0.01			1.00		
	SALARY FACTOR	0.93			0.92			0.86			0.80			0.88			0.99		
REGION #2	AVERAGE SALARY	38484	198		27765	97		21428	83		21204	8		14000	1		31940	379	
	HIGH SALARY	70846			40500			26909			28500			14000			70846		
	LOW SALARY	24690			21469			16500			16500			14000			14000		
	FAC MIX PCT	0.52			0.26			0.22			0.02						1.00		
	SALARY FACTOR	0.99			0.95			0.88			0.89			0.76			1.01		
REGION #3	AVERAGE SALARY	41160	287		29084	178		21972	116		20865	15		21558	14		33345	595	
	HIGH SALARY	73380			42525			31200			26000			30644			73380		
	LOW SALARY	25230			18400			15261			19000			17014			15261		
	FAC MIX PCT	0.48			0.30			0.19			0.03			0.02			1.00		
	SALARY FACTOR	1.05			1.00			0.91			0.88			1.18			1.06		
REGION #4	AVERAGE SALARY	39761	157		26979	128		21240	106		21191	16		15675	6		30330	397	
	HIGH SALARY	70800			36027			25600			25000			19000			70800		
	LOW SALARY	25993			19732			18000			18000			12681			12681		
	FAC MIX PCT	0.40			0.32			0.27			0.04			0.02			1.00		
	SALARY FACTOR	1.02			0.93			0.88			0.89			0.86			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39106	59	8	27397	45	7	20782	19	6	18000	1	1	20475	4	4	31614	127	8
	HIGH SALARY	59641			36188			25548			18300			24962			59641		
	LOW SALARY	28046			23040			17240			18000			18000			17240		
	FAC MIX PCT	0.46			0.35			0.15			0.01			0.03			1.00		
	SALARY FACTOR	1.00			0.94			0.86			0.80			1.12			1.00		
REGION #1	AVERAGE SALARY	39551	2		28420	6		25548	1								30874	9	
	HIGH SALARY	40070			30788			25548									40070		
	LOW SALARY	39031			25831			25548									25548		
	FAC MIX PCT	0.22			0.67			0.11									1.00		
	SALARY FACTOR	1.01			0.98			1.08									0.97		
REGION #2	AVERAGE SALARY	36433	23		26930	11		21540	7		18000	1		20939	1		31093	42	
	HIGH SALARY	49348			31200			24881			18000			20939			49348		
	LOW SALARY	28046			23579			18000			18000			20939			18000		
	FAC MIX PCT	0.55			0.26			0.17			0.02			0.02			1.00		
	SALARY FACTOR	0.93			0.92			0.88			0.80			1.14			[illegible]		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	40887	34		27298	28		19866	11					20321	3		32026	76	
	HIGH SALARY	59641			36188			23726						24962			59641		
	LOW SALARY	38224			23040			17240						18000			17240		
	FAC MIX PCT	0.45			0.37			0.14						0.04			1.00		
	SALARY FACTOR	1.05			0.94			0.82						1.11			1.01		

FACULTY SALARY SURVEY

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: COMMUNITY SERVICES, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41438	31	4	28457	18	5	21380	28	5	17021	2	1	18437	3	3	30638	80	6
	HIGH SALARY	64365			34146			28370			18500			19680			64365		
	LOW SALARY	37263			30613			13906			15541			16921			13906		
	FAC MIX PCT	0.38			0.23			0.35			0.03			0.04			1.00		
	SALARY FACTOR	1.06			0.98			0.88			0.72			1.01			0.97		
REGION #1	AVERAGE SALARY	35986	8		29738	5		20620	1								32696	14	
	HIGH SALARY	46000			34146			20620									46000		
	LOW SALARY	30613			27417			20620									20620		
	FAC MIX PCT	0.57			0.36			0.07									1.00		
	SALARY FACTOR	0.93			1.03			0.85									1.03		
REGION #2	AVERAGE SALARY	44017	21		28706	7		23954	7					19680	1		38463	36	
	HIGH SALARY	64365			33101			28370						19680			64365		
	LOW SALARY	37263			22821			19442						19680			19442		
	FAC MIX PCT	0.58			0.19			0.19						0.03			1.00		
	SALARY FACTOR	1.15			0.99			0.99						1.08			1.15		
REGION #3	AVERAGE SALARY	36171	2		29228	2		21977	9					18711	1		24807	14	
	HIGH SALARY	39006			33948			23571						18711			39006		
	LOW SALARY	33336			24507			19629						18711			18711		
	FAC MIX PCT	0.14			0.14			0.64						0.07			1.00		
	SALARY FACTUR	0.93			1.00			0.81						1.03			0.79		
REGION #4	AVERAGE SALARY				26034	4		19348	11		17021	2		16921	1		20867	16	
	HIGH SALARY				27923			26000			18500			16921			27923		
	LOW SALARY				20613			13906			15541			16921			13906		
	FAC MIX PCT				0.25			0.69			0.13			0.06			1.00		
	SALARY FACTOR				0.88			0.80			0.72			0.92			0.86		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PUBLIC ADMINISTRATION

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39864	46	14	30451	38	13	24318	27	11	22000	1	1	20504	2	2	32641	113	15
	HIGH SALARY	57960			43000			33000			22000			27000			57960		
	LOW SALARY	25470			24615			20457			22000			14008			14008		
	FAC MIX PCT	0.41			0.34			0.24			0.01			0.02			1.00		
	SALARY FACTOR	1.02			1.05			1.00			0.93			1.12			1.03		
REGION #1	AVERAGE SALARY	36089	2		25010	2											30549	4	
	HIGH SALARY	38350			25404												38350		
	LOW SALARY	33829			24615												24615		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	0.92			0.86												0.97		
REGION #2	AVERAGE SALARY	42239	13		29747	9		23941	12		22000	1		20504	2		31809	36	
	HIGH SALARY	51787			37800			33000			22000			27000			51787		
	LOW SALARY	30681			24954			21600			22000			14008			14008		
	FAC MIX PCT	0.36			0.25			0.33			0.03			0.06			1.00		
	SALARY FACTOR	1.08			1.02			0.99			0.93			1.12			1.01		
REGION #3	AVERAGE SALARY	38296	20		31089	19		25351	12								32565	51	
	HIGH SALARY	57960			41880			31200									57960		
	LOW SALARY	30000			24682			20457									20457		
	FAC MIX PCT	0.39			0.37			0.24									1.00		
	SALARY FACTOR	0.98			1.07			1.04									1.03		
REGION #4	AVERAGE SALARY	40592	11		31089	8		21690	3								34559	22	
	HIGH SALARY	55642			43000			22770									55642		
	LOW SALARY	25470			26850			20699									20699		
	FAC MIX PCT	0.50			0.36			0.14									1.00		
	SALARY FACTOR	1.04			1.07			0.89									1.09		

FACULTY SALARY SURVEY

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: PARKS AND RECREATION MANAGEMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36428	27	10	28772	39	13	22729	57	15	18744	2	2	20592	1	1	27595	124	15
	HIGH SALARY	45334			34138			28200			20688			20592			45334		
	LOW SALARY	25811			23604			16721			16800			20592			16721		
	FAC MIX PCT	0.22			0.31			0.46			0.02			0.01			1.00		
	SALARY FACTOR	0.93			0.99			0.94			0.79			1.13			0.87		
REGION #1	AVERAGE SALARY	34549	4		26745	5		20355	10		16800	1					25025	19	
	HIGH SALARY	40562			29050			23100			16800						40562		
	LOW SALARY	30872			24905			16721			16800						16721		
	FAC MIX PCT	0.21			0.26			0.53			0.05						1.00		
	SALARY FACTOR	0.89			0.92			0.84			0.71						0.79		
REGION #2	AVERAGE SALARY	36175	12		28831	12		23803	20		20688	1		20592	1		28371	45	
	HIGH SALARY	44100			33605			28200			20688			20592			44100		
	LOW SALARY	25811			24402			20500			20688			20592			20500		
	FAC MIX PCT	0.27			0.27			0.44			0.02			0.02			1.00		
	SALARY FACTOR	0.93			0.99			0.98			0.87			1.13			0.90		
REGION #3	AVERAGE SALARY	38301	6		29077	12		22412	19								27150	37	
	HIGH SALARY	45334			34138			26482									45334		
	LOW SALARY	33153			23604			17784									17784		
	FAC MIX PCT	0.16			0.32			0.51									1.00		
	SALARY FACTOR	0.98			1.00			0.92									0.86		
REGION #4	AVERAGE SALARY	36290	5		29351	10		23766	8								28917	23	
	HIGH SALARY	39936			31868			26216									39936		
	LOW SALARY	32514			24865			22783									22783		
	FAC MIX PCT	0.22			0.43			0.35									1.00		
	SALARY FACTOR	0.93			1.01			0.98									0.92		

FACULTY SALARY SURVEY

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: SOCIAL WORK AND HELPING SERVICES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38827	159	27	30488	230	33	25170	179	33	23748	16	9	19311	10	8	30942	578	35
	HIGH SALARY	61364			41800			35733			34000			24289			61364		
	LOW SALARY	26500			21552			17406			18300			15120			15120		
	FAC MIX PCT	0.28			0.40			0.31			0.03			0.02			1.00		
	SALARY FACTOR	0.99			1.05			1.04			1.00			1.06			0.98		
REGION #1	AVERAGE SALARY	33935	25		28688	28		23039	16		22800	5		16363	1		29094	70	
	HIGH SALARY	41188			33864			28500			28500			16363			41188		
	LOW SALARY	26500			22990			20000			20000			16363			16363		
	FAC MIX PCT	0.36			0.40			0.23			0.07			0.01			1.00		
	SALARY FACTOR	0.87			0.99			0.95			0.96			0.89			0.92		
REGION #2	AVERAGE SALARY	39989	33		30448	51		26228	63		20833	3		19891	1		30708	148	
	HIGH SALARY	49500			41800			35733			22500			19891			49500		
	LOW SALARY	32250			22746			18000			20000			19891			18000		
	FAC MIX PCT	0.22			0.34			0.43			0.02			0.01			1.00		
	SALARY FACTOR	1.02			1.05			1.08			0.88			1.09			0.97		
REGION #3	AVERAGE SALARY	39902	60		32213	72		25668	47		27250	4		22020	4		32830	183	
	HIGH SALARY	55764			40061			34307			34000			24289			55764		
	LOW SALARY	26915			24373			18260			24500			20064			18260		
	FAC MIX PCT	0.33			0.39			0.26			0.02			0.02			1.00		
	SALARY FACTOR	1.02			1.11			1.06			1.15			1.20			1.04		
REGION #4	AVERAGE SALARY	39304	41		29581	79		24115	53		23616	4		17194	4		29916	177	
	HIGH SALARY	61364			41424			30718			27200			19993			61364		
	LOW SALARY	30848			21552			17406			18300			15120			15120		
	FAC MIX PCT	0.23			0.45			0.30			0.02			0.02			1.00		
	SALARY FACTOR	1.01			1.02			0.99			1.00			0.94			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: PUBLIC AFFAIRS & SERVICES
MAJOR FIELD: LAW ENFORCEMENT AND CORRECTIONS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37367	19	7	28246	25	9	22594	16	7	20343	1	1	15030	1	1	29388	61	10
	HIGH SALARY	42012			39744			25459			20343			15030			42012		
	LOW SALARY	30214			22956			18900			20343			15030			15030		
	FAC MIX PCT	0.31			0.41			0.26			0.02			0.02			1.00		
	SALARY FACTOR	0.96			0.97			0.93			0.86			0.82			0.93		
REGION #1	AVERAGE SALARY	33611	2		25028	2											29319	4	
	HIGH SALARY	37008			27100												37008		
	LOW SALARY	30214			22956												22956		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	0.86			0.86												0.93		
REGION #2	AVERAGE SALARY	36413	4		28050	3		24250	2								30922	9	
	HIGH SALARY	39600			33800			24500									39600		
	LOW SALARY	32900			23850			24000									23850		
	FAC MIX PCT	0.44			0.33			0.22									1.00		
	SALARY FACTOR	0.93			0.96			1.00									0.98		
REGION #3	AVERAGE SALARY	41162	2		30658	6		24314	2								31430	10	
	HIGH SALARY	42012			39744			24435									42012		
	LOW SALARY	40311			26019			24192									24192		
	FAC MIX PCT	0.20			0.60			0.20									1.00		
	SALARY FACTOR	1.05			1.05			1.00									1.00		
REGION #4	AVERAGE SALARY	37708	11		27757	14		22031	12		20343	1		15030	1		28494	38	
	HIGH SALARY	41429			36655			25459			20343			15030			41429		
	LOW SALARY	33064			23500			18900			20343			15030			15030		
	FAC MIX PCT	0.29			0.37			0.32			0.03			0.03			1.00		
	SALARY FACTOR	0.97			0.95			0.91			0.86			0.82			0.90		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCES, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42278	58	10	28580	46	8	22027	38	7	20333	3	2	16347	6	3	31768	148	10
	HIGH SALARY	74400			40000			32900			23000			18500			74400		
	LOW SALARY	29021			22824			17722			19000			13248			13248		
	FAC MIX PCT	0.39			0.31			0.26			0.02			0.04			1.00		
	SALARY FACTOR	1.08			0.98			0.91			0.86			0.89			1.01		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	39145	29		28398	20		21831	16					16017	5		30464	70	
	HIGH SALARY	56500			33900			30000						18500			56500		
	LOW SALARY	29021			23163			17722						13248			13248		
	FAC MIX PCT	0.41			0.29			0.23						0.07			1.00		
	SALARY FACTOR	1.00			0.97			0.90						0.88			0.96		
REGION #4	AVERAGE SALARY	45411	29		28721	26		22170	22		20333	3		18000	1		32940	78	
	HIGH SALARY	74400			40000			32900			23000			18000			74400		
	LOW SALARY	34188			22824			18849			19000			18000			18000		
	FAC MIX PCT	0.37			0.33			0.28			0.04			0.01			1.00		
	SALARY FACTOR	1.16			0.99			0.91			0.86			0.98			1.04		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ANTHROPOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37741	250	47	27229	215	47	21562	104	41	20845	16	11	18428	5	5	30704	574	49
	HIGH SALARY	634.0			41307			33858			27000			20500			63410		
	LOW SALARY	25703			19000			15324			17500			14386			14386		
	FAC MIX PCT	0.44			0.37			0.18			0.03			0.01			1.00		
	SALARY FACTOR	0.97			0.93			0.89			0.88			1.01			0.97		
REGION #1	AVERAGE SALARY	35947	75		27205	57		21182	21		18300	3		14386	1		30557	154	
	HIGH SALARY	51600			35629			28251			18900			14386			51600		
	LOW SALARY	25703			21790			18000			18000			14386			14386		
	FAC MIX PCT	0.49			0.37			0.14			0.02			0.01			1.00		
	SALARY FACTOR	0.92			0.93			0.87			0.77			0.79			0.97		
REGION #2	AVERAGE SALARY	36111	63		26916	49		23113	20		20875	4		20500	1		30651	133	
	HIGH SALARY	56500			35044			33858			27000			20500			56500		
	LOW SALARY	26100			19000			17500			17500			20500			17500		
	FAC MIX PCT	0.47			0.37			0.15			0.03			0.01			1.00		
	SALARY FACTOR	0.93			0.92			0.95			0.88			1.12			0.97		
REGION #3	AVERAGE SALARY	40445	74		28072	55		21556	34		21760	6		20000	2		32180	165	
	HIGH SALARY	63410			41207			26154			22500			20000			63410		
	LOW SALARY	26424			22221			17748			21000			20000			17748		
	FAC MIX PCT	0.45			0.33			0.21			0.04			0.01			1.00		
	SALARY FACTOR	1.04			0.96			0.88			0.92			1.09			1.02		
REGION #4	AVERAGE SALARY	38715	38		26682	54		20776	29		21533	3		17256	1		28949	122	
	HIGH SALARY	59400			38880			28534			26000			17256			59400		
	LOW SALARY	29763			21731			15324			19000			17256			15324		
	FAC MIX PCT	0.31			0.44			0.24			0.02			0.01			1.00		
	SALARY FACTOR	0.99			0.92			0.86			0.91			0.94			0.92		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: ECONOMICS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43111	426	48	31532	272	49	25790	274	48	25877	44	27	21493	27	15	34623	999	50
	HIGH SALARY	74490			45500			35500			34000			30700			74490		
	LOW SALARY	20864			22782			17100			19000			10767			10767		
	FAC MIX PCT	0.43			0.27			0.27			0.04			0.03			1.00		
	SALARY FACTOR	1.10			1.08			1.06			1.09			1.17			1.10		
REGION #1	AVERAGE SALARY	35907	111		28753	73		24373	54		24583	5		19783	3		30854	241	
	HIGH SALARY	51572			40497			30000			30000			24500			51572		
	LOW SALARY	20864			23160			19760			21000			16620			16620		
	FAC MIX PCT	0.46			0.30			0.22			0.02			0.01			1.00		
	SALARY FACTOR	0.92			0.99			1.00			1.04			1.08			0.98		
REGION #2	AVERAGE SALARY	44029	125		30859	84		25759	68		25330	10		14175	5		34809	282	
	HIGH SALARY	64660			45500			35178			29800			24000			64660		
	LOW SALARY	26397			22782			17100			19000			10767			10767		
	FAC MIX PCT	0.44			0.23			0.31			0.04			0.02			1.00		
	SALARY FACTOR	1.13			1.06			1.06			1.07			0.77			1.10		
REGION #3	AVERAGE SALARY	48028	130		33566	92		26218	83		25431	21		23265	15		37082	320	
	HIGH SALARY	73500			43700			35500			29000			30700			73500		
	LOW SALARY	28443			24600			21249			21810			17800			17800		
	FAC MIX PCT	0.41			0.29			0.26			0.07			0.05			1.00		
	SALARY FACTOR	1.23			1.15			1.08			1.07			1.27			1.17		
REGION #4	AVERAGE SALARY	43871	60		32899	43		26680	49		28542	8		25275	4		34970	156	
	HIGH SALARY	74490			41000			34000			34000			27000			74490		
	LOW SALARY	34066			24300			22889			25000			24000			22889		
	FAC MIX PCT	0.38			0.28			0.31			0.05			0.03			1.00		
	SALARY FACTOR	1.12			1.13			1.10			1.20			1.38			1.11		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	37090	744	68	27716	594	69	21648	320	67	19860	40	25	18870	6	6	30708	1664	70
	HIGH SALARY	73150			51147			34245			24000			28700			73150		
	LOW SALARY	20218			18398			16000			17007			12500			12500		
	FAC MIX PCT	0.45			0.36			0.19			0.02						1.00		
	SALARY FACTOR	0.95			0.95			0.89			0.84			1.03			0.97		
REGION #1	AVERAGE SALARY	34140	143		28236	100		22735	65		20857	7					29616	308	
	HIGH SALARY	57700			51147			34245			24000						57700		
	LOW SALARY	20218			18398			17655			18500						17655		
	FAC MIX PCT	0.46			0.32			0.21			0.02						1.00		
	SALARY FACTOR	0.87			0.97			0.94			0.88						0.94		
REGION #2	AVERAGE SALARY	36404	178		27612	148		21674	89		18816	10		12500	1		30021	413	
	HIGH SALARY	68443			39186			28000			22400			12500			68443		
	LOW SALARY	21457			19442			17000			17007			12500			12500		
	FAC MIX PCT	0.42			0.36			0.22			0.02						1.00		
	SALARY FACTOR	0.93			0.95			0.89			0.80			0.68			0.95		
REGION #3	AVERAGE SALARY	38814	229		28849	180		22243	70		21150	8		28700	1		32639	480	
	HIGH SALARY	59073			45391			28200			23000			28700			59073		
	LOW SALARY	25639			20879			16000			18500			28700			16000		
	FAC MIX PCT	0.48			0.38			0.15			0.02						1.00		
	SALARY FACTOR	0.99			0.99			0.92			0.89			1.57			1.03		
REGION #4	AVERAGE SALARY	37835	197		26269	166		20454	86		19335	15		18005	4		29912	463	
	HIGH SALARY	73150			44000			27819			24000			19500			73150		
	LOW SALARY	24000			19312			16290			17500			16020			16020		
	FAC MIX PCT	0.43			0.36			0.21			0.03			0.01			1.00		
	SALARY FACTOR	0.97			0.90			0.84			0.82			0.98			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: GEOGRAPHY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38743	183	47	27903	146	42	22251	119	44	21719	17	10	20387	8	6	30820	466	50
	HIGH SALARY	57583			42154			30969			29000			24300			57583		
	LOW SALARY	23539			19110			18049			18116			16364			16364		
	FAC MIX PCT	0.41			0.31			0.26			0.04			0.02			1.00		
	SALARY FACTOR	0.98			0.96			0.92			0.92			1.11			0.98		
REGION #1	AVERAGE SALARY	35688	54		27219	31		22400	29		22142	8					30004	114	
	HIGH SALARY	54807			33029			29000			29000						54807		
	LOW SALARY	23539			21900			18049			18116						18049		
	FAC MIX PCT	0.47			0.27			0.25			0.07						1.00		
	SALARY FACTOR	0.91			0.93			0.92			0.93						0.95		
REGION #2	AVERAGE SALARY	38726	35		28121	32		21771	30		23241	2		19084	2		29763	99	
	HIGH SALARY	55000			34121			27819			27819			21803			55000		
	LOW SALARY	29217			19110			18500			18664			16364			16364		
	FAC MIX PCT	0.35			0.32			0.30			0.02			0.02			1.00		
	SALARY FACTOR	0.99			0.97			0.90			0.98			1.04			0.94		
REGION #3	AVERAGE SALARY	42599	53		29109	46		22846	30		24000	1		22543	3		32952	132	
	HIGH SALARY	57583			39033			28000			24000			24300			57583		
	LOW SALARY	30480			21087			18819			24000			19530			18819		
	FAC MIX PCT	0.40			0.35			0.23			0.01			0.02			1.00		
	SALARY FACTOR	1.09			1.00			0.94			1.01			1.23			1.04		
REGION #4	AVERAGE SALARY	37982	51		26789	37		21990	30		20267	6		19100	3		30126	121	
	HIGH SALARY	53485			42154			30969			23000			19800			53485		
	LOW SALARY	25269			20053			18500			18500			18750			18500		
	FAC MIX PCT	0.42			0.31			0.25			0.05			0.02			1.00		
	SALARY FACTOR	0.97			0.92			0.91			0.85			1.04			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: POLITICAL SCIENCE AND GOVERNMENT

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38628	508	66	28403	395	68	21742	279	66	20527	33	22	18216	22	18	31427	1204	69
	HIGH SALARY	67500			44244			33355			30000			27478			67500		
	LOW SALARY	19453			20000			17478			18000			15450			15450		
	FAC MIX PCT	0.42			0.33			0.23			0.03			0.02			1.00		
	SALARY FACTOR	1.02			0.98			0.90			0.87			1.05			1.00		
REGION #1	AVERAGE SALARY	37925	100		27960	74		21605	33		20203	7		17300	1		31691	208	
	HIGH SALARY	65000			44244			27744			23500			17300			65000		
	LOW SALARY	25125			22208			18360			18818			17300			17300		
	FAC MIX PCT	0.48			0.36			0.16			0.03						1.00		
	SALARY FACTOR	0.97			0.98			0.88			0.85			0.95			1.00		
REGION #2	AVERAGE SALARY	38052	126		28543	102		21408	86		22875	4		18283	8		30103	322	
	HIGH SALARY	64000			37000			27896			25000			24000			64000		
	LOW SALARY	24048			20000			17600			19000			15450			15450		
	FAC MIX PCT	0.39			0.32			0.27			0.01			0.02			1.00		
	SALARY FACTOR	0.97			0.98			0.88			0.96			1.00			0.95		
REGION #3	AVERAGE SALARY	42182	178		29233	121		22799	77		19489	9		21730	6		33851	382	
	HIGH SALARY	67500			40647			33355			22000			27478			67500		
	LOW SALARY	27067			21300			17730			18000			18800			17730		
	FAC MIX PCT	0.47			0.32			0.20			0.02			0.02			1.00		
	SALARY FACTOR	1.08			1.00			0.94			0.82			1.19			1.07		
REGION #4	AVERAGE SALARY	38805	104		27569	98		21161	83		20698	13		18403	7		29529	292	
	HIGH SALARY	63360			37279			30101			30000			24600			63360		
	LOW SALARY	19453			22100			17478			18000			15831			15831		
	FAC MIX PCT	0.36			0.34			0.28			0.04			0.02			1.00		
	SALARY FACTOR	0.99			0.95			0.87			0.87			1.01			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38465	433	64	27866	408	65	21822	278	63	20872	35	24	16301	16	11	30290	1125	66
	HIGH SALARY	68300			45987			33000			26000			20000			68300		
	LOW SALARY	22000			19716			16361			17000			12000			12000		
	FAC MIX PCT	0.38			0.36			0.24			0.03			0.01			1.00		
	SALARY FACTOR	0.99			0.96			0.90			0.88			0.89			0.96		
REGION #1	AVERAGE SALARY	36361	107		27190	85		21838	49		19850	5		16667	3		30007	244	
	HIGH SALARY	63412			35411			33000			23000			18500			63412		
	LOW SALARY	28481			21222			16361			18500			14000			14000		
	FAC MIX PCT	0.44			0.35			0.20			0.02			0.01			1.00		
	SALARY FACTOR	0.93			0.93			0.90			0.84			0.91			0.95		
REGION #2	AVERAGE SALARY	36722	106		27818	89		21851	76		20817	6		14559	2		29457	283	
	HIGH SALARY	55460			39050			27838			25000			17118			55460		
	LOW SALARY	22000			19716			16500			17000			12000			12000		
	FAC MIX PCT	0.37			0.35			0.27			0.02			0.01			1.00		
	SALARY FACTOR	0.94			0.95			0.90			0.88			0.80			0.93		
REGION #3	AVERAGE SALARY	41351	129		28144	112		22528	69		21333	6		16548	3		32236	313	
	HIGH SALARY	68300			44262			31854			26000			18520			68300		
	LOW SALARY	27700			21330			17250			18999			14700			14700		
	FAC MIX PCT	0.41			0.36			0.22			0.02			0.01			1.00		
	SALARY FACTOR	1.06			0.97			0.93			0.90			0.90			1.03		
REGION #4	AVERAGE SALARY	38879	91		28145	112		21536	64		21020	18		16907	8		29258	295	
	HIGH SALARY	57000			45987			27500			24500			20000			57000		
	LOW SALARY	25762			20800			16560			18300			12358			12358		
	FAC MIX PCT	0.31			0.38			0.28			0.06			0.03			1.00		
	SALARY FACTOR	1.00			0.97			0.89			0.89			0.90			0.93		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: CRIMINOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42924	24	5	31441	43	7	23859	23	8	26000	1	1	14000	1	1	32361	91	8
	HIGH SALARY	66840			42052			27661			26000			14000			66840		
	LOW SALARY	29008			25440			21535			26000			14000			14000		
	FAC MIX PCT	0.26			0.47			0.25			0.01			0.01			1.00		
	SALARY FACTOR	1.10			1.08			0.98			1.10			0.76			1.02		
REGION #1	AVERAGE SALARY	34044	5		30063	7		24234	3								30224	15	
	HIGH SALARY	38259			35789			26190									38259		
	LOW SALARY	29008			27817			23000									23000		
	FAC MIX PCT	0.33			0.47			0.20									1.00		
	SALARY FACTOR	0.87			1.03			1.00									0.86		
REGION #2	AVERAGE SALARY				35039	4		24190	4		26000	1					29614	8	
	HIGH SALARY				42052			26000			26000						42052		
	LOW SALARY				28976			21535			26000						21535		
	FAC MIX PCT				0.50			0.50			0.13						1.00		
	SALARY FACTOR				1.20			1.00			1.10						0.94		
REGION #3	AVERAGE SALARY	45501	18		31135	28		22798	9					14000	1		34106	56	
	HIGH SALARY	66840			39000			23357						14000			66840		
	LOW SALARY	34205			25440			22000						14000			14000		
	FAC MIX PCT	0.32			0.50			0.16						0.02			1.00		
	SALARY FACTOR	1.17			1.07			0.94						0.76			1.08		
REGION #4	AVERAGE SALARY	40936	1		32396	4		24874	7								28720	12	
	HIGH SALARY	40936			35923			27661									40936		
	LOW SALARY	40936			28020			22574									22574		
	FAC MIX PCT	0.08			0.33			0.58									1.00		
	SALARY FACTOR	1.05			1.11			1.03									0.91		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: AFRO-AMERICAN STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36571	5	5	30391	7	5	23067	18	7	26000	1	1	21480	3	3	27011	33	10
	HIGH SALARY	44000			39123			27500			26000			23756			44000		
	LOW SALARY	32820			24693			20480			26000			18987			18987		
	FAC MIX PCT	0.15			0.21			0.55			0.03			0.09			1.00		
	SALARY FACTOR	0.94			1.04			0.89			1.10			1.17			0.86		
REGION #1	AVERAGE SALARY				26147	2		21700	1					20628	1		23655	4	
	HIGH SALARY				27800			21700						20628			27800		
	LOW SALARY				24693			21700						20628			20628		
	FAC MIX PCT				0.50			0.25						0.25			1.00		
	SALARY FACTOR				0.90			0.89						1.13			0.75		
REGION #2	AVERAGE SALARY	35082	1		28216	2		22261	1					18987	1		26834	5	
	HIGH SALARY	35082			30336			22261						18987			35082		
	LOW SALARY	35082			26096			22261						18987			18987		
	FAC MIX PCT	0.20			0.40			0.20						0.20			1.00		
	SALARY FACTOR	0.92			0.97			0.93						1.09			0.85		
REGION #3	AVERAGE SALARY	36718	4		27864	2		24216	16		26000	1		23756	1		27556	23	
	HIGH SALARY	44000			29123			27500			26000			23756			44000		
	LOW SALARY	32820			26605			20480			26000			23756			20480		
	FAC MIX PCT	0.17			0.09			0.70			0.04			0.04			1.00		
	SALARY FACTOR	0.94			1.30			1.00			1.10			1.30			0.87		
REGION #4	AVERAGE SALARY				28285	1											28285	1	
	HIGH SALARY				28285												28285		
	LOW SALARY				28285												28285		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.97												0.90		

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                                      F A C U L T Y   S A L A R Y   S U R V E Y

                                         DISCIPLINE: SOCIAL SCIENCES
                                        MAJOR FIELD: AMERICAN INDIAN CULTURAL STUDIES

                              PROFESSOR           ASSOC  PROF           ASST  PROF         NEW ASST PROF         INSTRUCTOR             ALL RANKS
                          ****************     ****************     ****************     ****************     ****************     ****************
                          SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS     SALARY  NUM N/IS

ALL INST  AVERAGE SALARY  31271     1   1      28500     1   1      22400     2   2                                                26393     4   3
          HIGH SALARY     31271                28500                23000                                                          31271
          LOW SALARY      31271                28500                21800                                                          21800
          FAC MIX PCT      0.25                 0.25                 0.50                                                           1.00
          SALARY FACTOR    0.80                 1.01                 0.82                                                           0.84

REGION #1 AVERAGE SALARY  31271     1          28500     1          22400     2                                                    26393     4
          HIGH SALARY     31271                28500                23000                                                          31271
          LOW SALARY      31271                28500                21800                                                          21800
          FAC MIX PCT      0.25                 0.25                 0.50                                                           1.00
          SALARY FACTOR    0.80                 1.01                 0.82                                                           0.84

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #4 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR
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FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: MEXICAN-AMERICAN CULTURAL STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY				29625	2	1	22088	4	2							24600	6	2
	HIGH SALARY				30250			24400									30250		
	LOW SALARY				29000			20250									20250		
	FAC MIX PCT				0.33			0.67									1.00		
	SALARY FACTOR				1.02			0.91									0.78		
REGION #1	AVERAGE SALARY							23050	2								23050	2	
	HIGH SALARY							24400									24400		
	LOW SALARY							21700									21700		
	FAC MIX PCT							1.00									1.00		
	SALARY FACTOR							0.95									0.73		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY				29625	2		21125	2								25375	4	
	HIGH SALARY				30250			22000									30250		
	LOW SALARY				29000			20250									20250		
	FAC MIX PCT				0.50			0.50									1.00		
	SALARY FACTOR				1.02			0.87									0.80		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: URBAN STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39611	24	8	30023	27	8	23071	21	7	17182	1	1				31191	72	9
	HIGH SALARY	53006			39478			32085			17182						53006		
	LOW SALARY	27078			23847			17182			17182						17182		
	FAC MIX PCT	0.33			0.38			0.29			0.01						1.00		
	SALARY FACTOR	1.01			1.03			0.95			0.72						0.99		
REGION #1	AVERAGE SALARY	32838	4		30035	6		23371	5								28560	15	
	HIGH SALARY	44687			33174			25632									44687		
	LOW SALARY	27078			27644			20970									20970		
	FAC MIX PCT	0.27			0.40			0.33									1.00		
	SALARY FACTOR	0.84			1.03			0.96									0.90		
REGION #2	AVERAGE SALARY	38124	4		33200	3		24761	2								33513	9	
	HIGH SALARY	40996			36800			25079									40996		
	LOW SALARY	36100			29200			24442									24442		
	FAC MIX PCT	0.44			0.33			0.22									1.00		
	SALARY FACTOR	0.98			1.14			1.02									1.06		
REGION #3	AVERAGE SALARY	41473	14		29587	12		24037	8								33175	34	
	HIGH SALARY	53006			38509			32085									53006		
	LOW SALARY	31175			23847			20989									20989		
	FAC MIX PCT	0.41			0.35			0.24									1.00		
	SALARY FACTOR	1.06			1.02			0.99									1.05		
REGION #4	AVERAGE SALARY	43099	2		29298	6		20970	6		17182	1					27700	14	
	HIGH SALARY	49818			39478			24546			17182						49818		
	LOW SALARY	36380			24900			17182			17182						17182		
	FAC MIX PCT	0.14			0.43			0.43			0.07						1.00		
	SALARY FACTOR	1.10			1.01			0.86			0.72						0.88		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: SOCIAL SCIENCE, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40837	11	3	30088	5	3	22801	3	2	25934	1	1				35218	19	4
	HIGH SALARY	49278			34831			25934			25934						49278		
	LOW SALARY	31937			24196			19500			25934						19500		
	FAC MIX PCT	0.58			0.26			0.16			0.05						1.00		
	SALARY FACTOR	1.05			1.03			0.94			1.09						1.12		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	39022	3		32278	2		19500	1								33520	6	
	HIGH SALARY	40665			33055			19500									40665		
	LOW SALARY	35800			31500			19500									19500		
	FAC MIX PCT	0.50			0.33			0.17									1.00		
	SALARY FACTOR	1.00			1.11			0.80									1.06		
REGION #3	AVERAGE SALARY	46453	2		26860	1											39922	3	
	HIGH SALARY	37920			26860												37920		
	LOW SALARY	49440			26860												26860		
	FAC MIX PCT	0.67			0.33												1.00		
	SALARY FACTOR	1.19			0.92												1.26		
REGION #4	AVERAGE SALARY	40056	6		29514	2		24452	2		25934	1					34826	10	
	HIGH SALARY	49278			34831			25934			25934						49278		
	LOW SALARY	31937			24196			22969			25934						22969		
	FAC MIX PCT	0.60			0.20			0.20			0.10						1.00		
	SALARY FACTOR	1.03			1.01			1.01			1.09						1.10		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: THEOLOGY
MAJOR FIELD: THEOLOGICAL PROFESSIONS, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34625	2	2	26427	5	2	22405	4	2	22625	2	2				26454	11	3
	HIGH SALARY	35910			29000			22990			22750						35910		
	LOW SALARY	33340			23542			21381			22500						21381		
	FAC MIX PCT	0.18			0.45			0.36			0.18						1.00		
	SALARY FACTOR	0.89			0.91			0.92			0.95						0.84		
REGION #1	AVERAGE SALARY	33340	1		26277	4		22290	3		22500	1					25664	8	
	HIGH SALARY	33340			29000			22990			22500						33340		
	LOW SALARY	33340			23542			21381			22500						21381		
	FAC MIX PCT	0.13			0.50			0.38			0.13						1.00		
	SALARY FACTOR	0.85			0.90			0.92			0.95						0.81		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	35910	1		27027	1											31468	2	
	HIGH SALARY	35910			27027												35910		
	LOW SALARY	35910			27027												27027		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	0.92			0.93												1.00		
REGION #4	AVERAGE SALARY							22750	1		22750	1					22750	1	
	HIGH SALARY							22750			22750						22750		
	LOW SALARY							22750			22750						22750		
	FAC MIX PCT							1.00			1.00						1.00		
	SALARY FACTOR							0.94			0.96						0.72		

FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: INTERDISCIPLINARY STUDIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	42617	1	1	27390	1	1										35004	2	2
	HIGH SALARY	42617			27390												42617		
	LOW SALARY	42617			27390												27390		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	1.09			0.94												1.11		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY				27390	1											27390	1	
	HIGH SALARY				27390												27390		
	LOW SALARY				27390												27390		
	FAC MIX PCT				1.00												1.00		
	SALARY FACTOR				0.94												0.87		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	42617	1														42617	1	
	HIGH SALARY	42617															42617		
	LOW SALARY	42617															42617		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	1.09															1.35		

FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: GENERAL LIBERAL ARTS AND SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34356	20	12	25354	37	10	20182	30	11	20801	3	3	18535	4	4	25327	91	16
	HIGH SALARY	47800			38000			27642			25000			22681			47800		
	LOW SALARY	24219			18520			12956			14402			11660			11660		
	FAC MIX PCT	0.22			0.41			0.33			0.03			0.04			1.00		
	SALARY FACTOR	0.88			0.87			0.83			0.88			1.01			0.80		
REGION #1	AVERAGE SALARY	40229	1					17659	1								28944	2	
	HIGH SALARY	40229						17659									40229		
	LOW SALARY	40229						17659									17659		
	FAC MIX PCT	0.50						0.50									1.00		
	SALARY FACTOR	1.03						0.73									0.92		
REGION #2	AVERAGE SALARY	32127	4		28763	6		18948	5					22681	1		26157	16	
	HIGH SALARY	39009			38000			24000						22681			39009		
	LOW SALARY	25000			19299			16000						22681			16000		
	FAC MIX PCT	0.25			0.38			0.31						0.06			1.00		
	SALARY FACTOR	0.82			0.89			0.78						1.24			0.83		
REGION #3	AVERAGE SALARY	32684	8		23624	17		20500	12		14402	1		15930	2		24126	39	
	HIGH SALARY	47800			32600			27642			14402			20200			47800		
	LOW SALARY	24219			18520			12956			14402			11660			11660		
	FAC MIX PCT	0.21			0.44			0.31			0.03			0.05			1.00		
	SALARY FACTOR	0.84			0.81			0.84			0.61			0.87			0.76		
REGION #4	AVERAGE SALARY	36701	7		25893	14		20587	12		24000	2		19600	1		26102	34	
	HIGH SALARY	46400			31270			25000			25000			19600			46400		
	LOW SALARY	29500			21250			17000			23000			19600			17000		
	FAC MIX PCT	0.21			0.41			0.35			0.06			0.03			1.00		
	SALARY FACTOR	0.94			0.88			0.85			1.01			1.07			0.83		

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                         F A C U L T Y   S A L A R Y   S U R V E Y

                           DISCIPLINE: INTERDISCIPLINARY STUDIES
                          MAJOR FIELD: BIOLOGICAL AND PHYSICAL SCIENCES

                               PROFESSOR          ASSOC  PROF          ASST  PROF        NEW ASST PROF         INSTRUCTOR            ALL RANKS
                           ****************   ****************   ****************   ****************   ****************   ****************
                           SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS   SALARY  NUM N/IS

ALL INST  AVERAGE SALARY   35323    17   5    25712    6   2    22927    7   3                         18270    1   1    30114   31   5
          HIGH SALARY      52210              28150             29680                                  18270             52210
          LOW SALARY       25773              22301             18036                                  18270             18036
          FAC MIX PCT       0.55               0.19              0.23                                   0.03              1.00
          SALARY FACTOR     0.90               0.88              0.85                                   1.00              0.89

REGION #1 AVERAGE SALARY   34026     6        25008    3        18036    1                             18270    1        29687   11
          HIGH SALARY      44754              26568             18036                                  18270             44754
          LOW SALARY       27711              23436             18036                                  18270             18036
          FAC MIX PCT       0.55               0.27              0.09                                   0.09              1.00
          SALARY FACTOR     0.87               0.86              0.74                                   1.00              0.91

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #4 AVERAGE SALARY   36028    11        26417    3        23742    6                                               30801   20
          HIGH SALARY      52110              28150             29680                                                    52210
          LOW SALARY       25773              22301             20808                                                    20808
          FAC MIX PCT       0.55               0.15              0.30                                                     1.00
          SALARY FACTOR     0.92               0.91              0.88                                                     0.88
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FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: HUMANITIES AND SOCIAL SCIENCES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38436	60	8	28953	51	7	23438	31	6	25000	1	1	17304	1	1	31654	143	9
	HIGH SALARY	60683			41000			32358			25000			17304			60683		
	LOW SALARY	27238			19648			19044			25000			17304			17304		
	FAC MIX PCT	0.42			0.36			0.22			0.01			0.01			1.00		
	SALARY FACTOR	0.98			0.99			0.97			1.05			0.95			1.00		
REGION #1	AVERAGE SALARY	32562	1		25095	4											26588	5	
	HIGH SALARY	32562			26850												32562		
	LOW SALARY	32562			23346												23346		
	FAC MIX PCT	0.20			0.80												1.00		
	SALARY FACTOR	0.83			0.86												0.84		
REGION #2	AVERAGE SALARY	40861	4		25486	5		28679	2		25000	1					31657	11	
	HIGH SALARY	50800			27573			32358			25000						50800		
	LOW SALARY	32000			24000			25000			25000						24000		
	FAC MIX PCT	0.36			0.45			0.18			0.09						1.00		
	SALARY FACTOR	1.05			0.87			1.18			1.05						1.00		
REGION #3	AVERAGE SALARY	37589	45		30248	33		23139	23								31899	101	
	HIGH SALARY	54700			41000			26700									54700		
	LOW SALARY	27238			23419			19593									19593		
	FAC MIX PCT	0.45			0.33			0.23									1.00		
	SALARY FACTOR	0.96			1.04			0.95									1.01		
REGION #4	AVERAGE SALARY	41867	10		27845	9		22835	6					17304	1		31677	26	
	HIGH SALARY	60683			36691			30383						17304			60683		
	LOW SALARY	27798			19648			19044						17304			17304		
	FAC MIX PCT	0.38			0.35			0.23						0.04			1.00		
	SALARY FACTOR	1.07			0.96			0.94						0.95			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: ENGINEERING AND OTHER DISCIPLINES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	52406	5	3	27833	2	2	28383	4	2							39202	11	4
	HIGH SALARY	59155			31756			30331									59155		
	LOW SALARY	45664			23910			26031									23910		
	FAC MIX PCT	0.45			0.18			0.36									1.00		
	SALARY FACTOR	1.34			0.96			1.17									1.24		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY				23910	1		27924	1								25917	2	
	HIGH SALARY				23910			27924									27924		
	LOW SALARY				23910			27924									23910		
	FAC MIX PCT				0.50			0.50									1.00		
	SALARY FACTOR				0.82			1.15									0.82		
REGION #3	AVERAGE SALARY	54091	4														54091	4	
	HIGH SALARY	59155															59155		
	LOW SALARY	46120															46120		
	FAC MIX PCT	1.00															1.00		
	SALARY FACTOR	1.39															1.71		
REGION #4	AVERAGE SALARY	45664	1		31756	1		28536	3								32605	5	
	HIGH SALARY	45664			31756			30331									45664		
	LOW SALARY	45664			31756			26031									26031		
	FAC MIX PCT	0.20			0.20			0.60									1.00		
	SALARY FACTOR	1.17			1.09			1.18									1.03		

FACULTY SALARY SURVEY

DISCIPLINE: INTERDISCIPLINARY STUDIES
MAJOR FIELD: INTERDISC STUD, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	43829	7	1	30262	12	3	20629	14	4	17000	1	1				29053	33	4
	HIGH SALARY	51800			36480			28920			17000						51800		
	LOW SALARY	34000			24800			17000			17000						17000		
	FAC MIX PCT	0.21			0.36			0.42			0.03						1.00		
	SALARY FACTOR	1.12			1.04			0.85			0.72						0.92		
REGION #1	AVERAGE SALARY							17872	3		17000	1					17872	3	
	HIGH SALARY							18617			17000						18617		
	LOW SALARY							17000			17000						17000		
	FAC MIX PCT							1.00			0.33						1.00		
	SALARY FACTOR							0.74			0.72						0.57		
REGION #2	AVERAGE SALARY				32441	1		20663	1								26552	2	
	HIGH SALARY				32441			20663									32441		
	LOW SALARY				32441			20663									20663		
	FAC MIX PCT				0.50			0.50									1.00		
	SALARY FACTOR				1.11			0.85									0.84		
REGION #3	AVERAGE SALARY				32100	1		25260	1								28680	2	
	HIGH SALARY				36480			28920									36480		
	LOW SALARY				27720			21600									21600		
	FAC MIX PCT				0.50			0.50									1.00		
	SALARY FACTOR				1.10			1.04									0.91		
REGION #4	AVERAGE SALARY	43829	7		29860	10		21030	9								30564	26	
	HIGH SALARY	51800			36000			25800									51800		
	LOW SALARY	34000			24800			19400									19400		
	FAC MIX PCT	0.27			0.38			0.35									1.00		
	SALARY FACTOR	1.12			1.03			0.87									0.97		

SECTION B2

NON-GROUPED DISCIPLINES WITHOUT REGIONS

TECHNOLOGIES (5000 SERIES)

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: TECH. & OCCUP. CURRICULUMS
MAJOR FIELD: BUSINESS TECHNOLOGIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	31914	4	1	24576	22	1	19922	63	2	18829	4	2	18403	17	1	21096	106	2
HIGH SALARY	40464			31239			27872			21000			25299			40464		
LOW SALARY	26082			19845			16200			17100			11034			11034		
FAC MIX PCT	0.04			0.21			0.59			0.04			0.16			1.00		
SALARY FACTOR	0.82			0.84			0.82			0.79			1.01			0.67		

DISCIPLINE: TECH. & OCCUP. CURRICULUMS
MAJOR FIELD: BUSINESS AND COMMERCE TECHNOLOGIES.

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY				31075	2	1	23675	6	2	17134	3	2	22825	2	1	25105	10	3
HIGH SALARY				31500			27400			21000			22900			31500		
LOW SALARY				30650			21000			14402			22750			14402		
FAC MIX PCT				0.20			0.60			0.30			0.20			1.00		
SALARY FACTOR				1.07			0.98			0.72			1.25			0.80		

DISCIPLINE: DATA PROCESSING TECHNOLOGIES
MAJOR FIELD: DATA PROCESSING TECHNOLOGIES,GENERA

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY	35178	1	1	28500	1	1	26864	9	2	30000	1	1				27768	11	2
HIGH SALARY	35178			28500			30679			30000						35178		
LOW SALARY	35178			28500			22900			30000						22900		
FAC MIX PCT	0.09			0.09			0.82			0.09						1.00		
SALARY FACTOR	0.90			0.98			1.11			1.26						0.88		

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: HEALTH SERVICES ASSISTANT-GENERAL

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY	27433	2	2	24855	2	2	22692	8	2							23842	12	2
HIGH SALARY	32350			33546			28473									33546		
LOW SALARY	22515			16163			14402									14402		
FAC MIX PCT	0.17			0.17			0.67									1.00		
SALARY FACTOR	0.70			0.85			0.94									0.76		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: DENTAL HYGIENE TECHNOLOGIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY				29294	3	2	15507	2	2				15845	11	3	18324	16	3
HIGH SALARY				44216			16293						22659			44216		
LOW SALARY				18775			14720						11658			11658		
FAC MIX PCT				0.19			0.13						0.69			1.00		
SALARY FACTOR				1.01			0.64						0.87			0.58		

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: RADIOLOGIC TECHNOLOGIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY				38374	2	2							18320	2	1	28347	4	2
HIGH SALARY				46572									22120			46572		
LOW SALARY				30176									14520			14520		
FAC MIX PCT				0.50									0.50			1.00		
SALARY FACTOR				1.32									1.00			0.90		

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: NURSING,R.N.(LESS THAN 4 YR)

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY				31859	2	2	18630	6	2				14584	9	2	18044	17	2
HIGH SALARY				32837			19576						18364			32837		
LOW SALARY				30880			15831						10515			10515		
FAC MIX PCT				0.12			0.35						0.53			1.00		
SALARY FACTOR				1.09			0.77						0.80			0.57		

DISCIPLINE: HEALTH SERV & PARAMED TECH
MAJOR FIELD: MEDICAL RECORD TECHNOLOGIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35600	1	1	26219	2	1							18405	2	1	24969	5	
HIGH SALARY	35600			26599									20160			35600		
LOW SALARY	35600			25839									16649			16649		
FAC MIX PCT	0.20			0.40									0.40			1.00		
SALARY FACTOR	0.91			0.90									1.01			0.79		

FACULTY SALARY SURVEY

DISCIPLINE: MECHANICAL & ENGR TECH
MAJOR FIELD: ENGINEERING TECHNOLOGIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	38712	5	2	29874	13	3	25020	20	1	24000	1	1				28482	38	3
HIGH SALARY	41823			33189			29300			24000						41823		
LOW SALARY	36800			26878			21945			24000						21945		
FAC MIX PCT	0.13			0.34			0.53			0.03						1.00		
SALARY FACTOR	0.89			1.03			1.02			1.01						0.90		

DISCIPLINE: MECHANICAL & ENGR TECH
MAJOR FIELD: MECH AND ENGINEERING TECH, GENERAL

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	33512	4	3	28484	9	3	26092	9	3	26500	2	2	21019	2	2	27803	24	3
HIGH SALARY	39532			33930			29000			29000			21700			39532		
LOW SALARY	29773			23600			23000			24000			20338			20338		
FAC MIX PCT	0.17			0.38			0.38			0.08			0.08			1.00		
SALARY FACTOR	0.86			0.98			1.08			1.12			1.15			0.88		

DISCIPLINE: MECHANICAL & ENGR TECH
MAJOR FIELD: AERONAUTICAL AND AVIATION TECH

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	34418	2	1	26940	7	2	22488	14	3	17385	2	1	18685	14	3	22536	37	3
HIGH SALARY	36242			30650			31018			17385			26264			36242		
LOW SALARY	32595			23398			16567			17385			12096			12096		
FAC MIX PCT	0.05			0.19			0.38			0.05			0.38			1.00		
SALARY FACTOR	0.88			0.92			0.93			0.73			1.02			0.71		

DISCIPLINE: MECHANICAL & ENGR TECH
MAJOR FIELD: ELECTROMECHANICAL TECHNOLOGIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	35723	5	1	30965	6	1	25771	12	1				24500	1	1	29089	24	1
HIGH SALARY	38700			33591			27600						24500			38700		
LOW SALARY	32953			29700			22350						24500			22350		
FAC MIX PCT	0.21			0.25			0.50						0.04			1.00		
SALARY FACTOR	0.92			1.06			1.06						1.34			0.92		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: MECHANICAL & ENGR TECH
MAJOR FIELD: MECHANICAL TECHNOLOGIES

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/ S	SALARY	NUM	N/IS
AVERAGE SALARY	30539	2	1	27600	9	1	23475	8	1	23000	2	1	19580	5	1	24799	24	1
HIGH SALARY	36078			30500			26000			23000			22000			36078		
LOW SALARY	25000			24015			21000			23000			17000			17000		
FAC MIX PCT	0.08			0.38			0.33			0.08			0.21			1.00		
SALARY FACTOR	0.78			0.95			0.97			0.97			1.07			0.79		

DISCIPLINE: MECHANICAL & ENGR TECH
MAJOR FIELD: CONSTRUCTIN TECHNOLOGIES

AVERAGE SALARY	39220	5	2	29983	10	2	25480	5	2				23990	5	1	29731	25	2
HIGH SALARY	42700			35300			27500						26500			42700		
LOW SALARY	34687			26000			24000						19750			19750		
FAC MIX PCT	0.20			0.40			0.20						0.20			1.00		
SALARY FACTOR	1.00			1.03			1.05						1.31			0.94		

DISCIPLINE: NATURAL SCI TECHNOLOGIES
MAJOR FIELD: NATURAL SCIENCE TECHNOLOGIES

AVERAGE SALARY	35247	27	2	28077	21	2	22296	10	2	18000	1	1	19306	11	3	28646	69	3
HIGH SALARY	47167			42314			31280			18000			24240			47167		
LOW SALARY	27480			19882			18000			18000			14096			14096		
FAC MIX PCT	0.39			0.30			0.14			0.01			0.16			1.00		
SALARY FACTOR	0.90			0.96			0.92			0.76			1.05			0.91		

DISCIPLINE: PUBLIC SERV RELATED TECH
MAJOR FIELD: PUBLIC SERVICE TECHNOLOGIES

AVERAGE SALARY							24395	21	1				12613	1	1	23859	22	1
HIGH SALARY							28190						12613			28190		
LOW SALARY							16461						12613			12613		
FAC MIX PCT							0.95						0.05			1.00		
SALARY FACTOR							1.01						0.69			0.76		

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                                       F A C U L T Y   S A L A R Y   S U R V E Y

                                          DISCIPLINE: PUBLIC SERV RELATED TECH
                                         MAJOR FIELD: EDUCATION TECHNOLOGIES

                    PROFESSOR          ASSOC  PROF          ASST  PROF        NEW ASST PROF        INSTRUCTOR          ALL RANKS
                 ===============     ===============     ===============     ===============     ===============     ===============
                 SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS

AVERAGE SALARY   36557     7    1    25080     1    1    22750     2    1                                            32547    10    1
HIGH SALARY      52129               25080               25185                                                        52129
LOW SALARY       28480               25080               20315                                                        20315
FAC MIX PCT       0.70                0.10                0.20                                                         1.00
SALARY FACTOR     0.94                0.86                0.94                                                         1.03


                                          DISCIPLINE: PUBLIC SERV RELATED TECH
                                         MAJOR FIELD: LAW ENFORCEMENT TECHNOLOGIES


AVERAGE SALARY   30086     1    1    23719     1    1    15500     1    1                                            23101     3    1
HIGH SALARY      30086               23719               15500                                                        30086
LOW SALARY       30086               23719               15500                                                        15500
FAC MIX PCT       0.33                0.33                0.33                                                         1.00
SALARY FACTOR     0.77                0.81                0.64                                                         0.73


                                          DISCIPLINE: ALL DISCIPLINE AVERAGES
                                         MAJOR FIELD: ALL MAJOR FIELDS


AVERAGE SALARY   3903325353          2912919001          2426115156          23720 1683          18304 2403          31573 61913
HIGH SALARY      75533               53000               46500               45000               33000               75533
LOW SALARY       17376               13500               12355               11423                8720                8720
FAC MIX PCT       0.41                0.31                0.24                0.03                0.04                1.00
SALARY FACTOR     1.00                1.00                1.00                1.00                1.00                1.00
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F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL INST	AVERAGE SALARY	39033	25353	29129	19001	24261	15156	23720	1683	18304	2403	31573	61913
	HIGH SALARY	75533		53000		46500		45000		33000		75533	
	LOW SALARY	17376		13500		12355		11423		8720		8720	
	FAC MIX PCT	0.41		0.31		0.24		0.03		0.04		1.00	
	SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	
REGION #1	AVERAGE SALARY	36409	4668	28030	3315	23333	2360	22884	285	18377	365	30318	10708
	HIGH SALARY	67605		51147		40000		38500		33000		67605	
	LOW SALARY	17574		15721		14000		14756		10000		10000	
	FAC MIX PCT	0.44		0.31		0.22		0.03		0.03		1.00	
	SALARY FACTOR	0.93		0.96		0.96		0.97		1.00		0.96	
REGION #2	AVERAGE SALARY	38576	6236	29047	4620	24249	4035	23818	313	17736	552	31236	15443
	HIGH SALARY	73728		53000		46500		45000		33000		73728	
	LOW SALARY	18530		13500		12355		15000		10000		10000	
	FAC MIX PCT	0.40		0.30		0.26		0.02		0.04		1.00	
	SALARY FACTOR	0.99		1.00		1.00		1.00		0.97		0.99	
REGION #3	AVERAGE SALARY	40862	7907	29994	5549	25002	4417	24136	523	19968	538	33170	18411
	HIGH SALARY	75533		51000		46500		40005		33000		75533	
	LOW SALARY	17376		16163		12956		11423		10500		10500	
	FAC MIX PCT	0.43		0.30		0.24		0.03		0.03		1.00	
	SALARY FACTOR	1.05		1.03		1.03		1.02		1.09		1.05	
REGION #4	AVERAGE SALARY	39130	6542	28988	5517	24024	4344	23696	562	17662	948	30950	17351
	HIGH SALARY	75000		52907		45400		40000		32483		75000	
	LOW SALARY	18500		17000		13252		15000		8720		8720	
	FAC MIX PCT	0.38		0.32		0.25		0.03		0.05		1.00	
	SALARY FACTOR	1.00		1.00		0.99		1.00		0.96		0.98	

SECTION C

HEALTH PROFESSION DISCIPLINES

Grouped

Non-grouped

(Institutional Average of All Disciplines)

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HEALTH PROFESSIONS, GENERAL

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40623	42	7	28675	59	7	23069	78	8	20980	6	4	20689	41	5	27480	220	8
	HIGH SALARY	63957			46926			39548			24545			32200			63957		
	LOW SALARY	26228			20229			16805			19500			13908			13908		
	FAC MIX PCT	0.19			0.27			0.35			0.03			0.19			1.00		
	SALARY FACTOR	1.03			0.97			0.93			0.86			1.09			0.66		
REGION #1	AVERAGE SALARY	36365	16		27842	10		22273	10		20750	2		18810	1		29778	37	
	HIGH SALARY	49659			32841			37471			22000			18810			49659		
	LOW SALARY	27102			20229			18810			19500			18810			18810		
	FAC MIX PCT	0.43			0.27			0.27			0.05			0.03			1.00		
	SALARY FACTOR	0.92			0.94			0.90			0.85			0.99			0.93		
REGION #2	AVERAGE SALARY	35840	4		23803	5		22618	17		20000	2		17854	11		22790	37	
	HIGH SALARY	40905			25361			29492			20000			21872			40905		
	LOW SALARY	26228			21427			18325			20000			13908			13908		
	FAC MIX PCT	0.11			0.14			0.46			0.05			0.30			1.00		
	SALARY FACTOR	0.91			0.81			0.92			0.82			0.94			0.72		
REGION #3	AVERAGE SALARY	41821	2		31245	8		25374	15					22906	21		25983	46	
	HIGH SALARY	45748			46926			36716						32200			46926		
	LOW SALARY	37894			25132			18162						16591			16591		
	FAC MIX PCT	0.04			0.17			0.33						0.46			1.00		
	SALARY FACTOR	1.06			1.06			1.03						1.20			0.82		
REGION #4	AVERAGE SALARY	44867	20		29011	36		22542	36		22190	2		19002	8		29053	100	
	HIGH SALARY	63957			40909			39548			24545			22771			63957		
	LOW SALARY	26399			20420			16805			19834			14317			14317		
	FAC MIX PCT	0.20			0.36			0.36			0.02			0.08			1.00		
	SALARY FACTOR	1.13			0.98			0.91			0.91			1.00			0.91		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HOSPITAL AND HEALTH CARE ADMIN

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	45444	15	4	36354	7	4	27103	11	5	31000	1	1				37402	33	6
	HIGH SALARY	64997			43569			32442			31000						64997		
	LOW SALARY	30210			28900			18000			31000						18000		
	FAC MIX PCT	0.45			0.21			0.33			0.03						1.00		
	SALARY FACTOR	1.15			1.23			1.10			1.27						1.17		
REGION #1	AVERAGE SALARY	42225	3		36716	1		25603	1								37798	5	
	HIGH SALARY	43489			36716			25603									43489		
	LOW SALARY	40185			36716			25603									25603		
	FAC MIX PCT	0.60			0.20			0.20									1.00		
	SALARY FACTOR	1.07			1.24			1.04									1.19		
REGION #2	AVERAGE SALARY	46925	1		35935	1		21745	2								31527	4	
	HIGH SALARY	46925			35935			25490									46925		
	LOW SALARY	46925			35935			18000									18000		
	FAC MIX PCT	0.25			0.25			[illegible]									1.00		
	SALARY FACTOR	1.18			1.22			[illegible]									0.99		
REGION #3	AVERAGE SALARY	47157	8		36265	5		28907	7		31000	1					38071	20	
	HIGH SALARY	64997			43569			32442			31000						64997		
	LOW SALARY	30210			28900			25880			31000						25880		
	FAC MIX PCT	0.40			0.25			0.35			0.05						1.00		
	SALARY FACTOR	1.19			1.23			1.17			1.27						1.19		
REGION #4	AVERAGE SALARY	43600	3					26693	1								39373	4	
	HIGH SALARY	50329						26693									50329		
	LOW SALARY	40236						26693									26693		
	FAC MIX PCT	0.75						0.25									1.00		
	SALARY FACTOR	1.10						1.08									1.24		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: NURSING-BACCALAUREATE & HIGHER PGMS

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	35500	83	31	28318	335	39	22708	648	39	22324	64	22	18867	308	38	23987	1374	40
	HIGH SALARY	67700			44000			47000			29500			30912			67700		
	LOW SALARY	20821			14605			16740			17450			13701			13701		
	FAC MIX PCT	0.06			0.24			0.47			0.05			0.22			1.00		
	SALARY FACTOR	0.90			0.96			0.92			0.92			0.89			0.75		
REGION #1	AVERAGE SALARY	35403	22		27413	78		22678	184		23418	22		18893	69		23777	353	
	HIGH SALARY	47461			35388			31350			28300			24126			47461		
	LOW SALARY	26143			14605			17450			17450			15720			14605		
	FAC MIX PCT	0.06			0.22			0.52			0.06			0.20			1.00		
	SALARY FACTOR	0.89			0.93			0.92			0.96			0.99			0.75		
REGION #2	AVERAGE SALARY	36927	8		30262	28		23858	74		23500	2		18954	52		24036	162	
	HIGH SALARY	46500			44000			35750			24000			30912			46500		
	LOW SALARY	27300			20318			17285			23000			14904			14904		
	FAC MIX PCT	0.05			0.17			0.46			0.01			0.32			1.00		
	SALARY FACTOR	0.93			1.03			0.97			0.97			0.99			0.75		
REGION #3	AVERAGE SALARY	35877	29		28281	114		22828	230		21784	28		19108	112		24030	485	
	HIGH SALARY	54818			35280			31483			29432			26760			54818		
	LOW SALARY	20821			18279			16740			17505			13701			13701		
	FAC MIX PCT	0.06			0.24			0.47			0.06			0.23			1.00		
	SALARY FACTOR	0.91			0.96			0.92			0.90			1.00			0.75		
REGION #4	AVERAGE SALARY	34658	24		28495	115		22039	160		21383	12		18425	75		24109	374	
	HIGH SALARY	67700			39682			47000			29500			30000			67700		
	LOW SALARY	25606			21374			18000			18000			15000			15000		
	FAC MIX PCT	0.06			0.31			0.43			0.03			0.20			1.00		
	SALARY FACTOR	0.88			0.97			0.89			0.88			0.97			0.76		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: DENTISTRY, DDS OR DMD DEGREE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	53488	100	3	37111	80	3	29082	124	3	21477	6	1	22804	9	3	38750	313	3
	HIGH SALARY	82153			53208			51835			21682			44532			82153		
	LOW SALARY	28497			22302			19808			20455			13343			13343		
	FAC MIX PCT	0.32			0.26			0.40			0.02			0.03			1.00		
	SALARY FACTOR	1.35			1.26			1.18			0.88			1.20			1.22		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	59163	70		29577	52		31105	79		21477	6		33453	3		42926	204	
	HIGH SALARY	82153			53208			51835			21682			44532			82153		
	LOW SALARY	39956			22302			20106			20455			27390			20106		
	FAC MIX PCT	0.34			0.25			0.39			0.03			0.01			1.00		
	SALARY FACTOR	1.49			1.34			1.26			0.88			1.76			1.35		
REGION #4	AVERAGE SALARY	40246	30		32532	28		25530	45					17480	6		30935	109	
	HIGH SALARY	60575			44528			34410						22853			60575		
	LOW SALARY	28497			22628			19808						13343			13343		
	FAC MIX PCT	0.28			0.26			0.41						0.06			1.00		
	SALARY FACTOR	1.02			1.10			1.03						0.92			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: MEDICINE, M. D. DEGREE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	53016	328	9	42412	266	10	39605	298	9	43171	38	3	31127	108	6	43834	1000	10
	HIGH SALARY	99999			95397			75536			68750			65307			99999		
	LOW SALARY	17650			17610			17573			31091			11352			11352		
	FAC MIX PCT	0.33			0.27			0.30			0.04			0.11			1.00		
	SALARY FACTOR	1.34			1.44			1.60			1.77			1.63			1.38		
REGION #1	AVERAGE SALARY	55816	55		47001	71		41569	77		45294	14		23057	16		45556	219	
	HIGH SALARY	93025			80740			70435			68750			31250			93025		
	LOW SALARY	31926			23718			21901			35833			19636			19636		
	FAC MIX PCT	0.25			0.32			0.35			0.06			0.07			1.00		
	SALARY FACTOR	1.41			1.59			1.68			1.86			1.21			1.43		
REGION #2	AVERAGE SALARY	56951	11		43839	8		44040	5		37636	1					40890	24	
	HIGH SALARY	61521			65448			54813			37636						65448		
	LOW SALARY	44586			32258			26323			37636						26323		
	FAC MIX PCT	0.46			0.33			0.21			0.04						1.00		
	SALARY FACTOR	1.44			1.49			1.78			1.55						1.57		
REGION #3	AVERAGE SALARY	60340	162		47399	104		43931	147		42119	23		35287	78		48706	491	
	HIGH SALARY	99999			95397			75536			54982			65307			99999		
	LOW SALARY	28961			22776			17573			31091			19150			17573		
	FAC MIX PCT	0.33			0.21			0.30			0.05			0.16			1.00		
	SALARY FACTOR	1.52			1.61			1.78			1.73			1.85			1.53		
REGION #4	AVERAGE SALARY	38176	100		32099	83		27874	69					17168	14		32878	266	
	HIGH SALARY	73629			66359			51540						22757			73629		
	LOW SALARY	17650			17610			19261						11352			11352		
	FAC MIX PCT	0.38			0.31			0.26						0.05			1.00		
	SALARY FACTOR	0.99			1.09			1.13						0.90			1.03		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: MEDICAL SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41909	173	4	37655	124	3	29436	163	4	30372	6	1	28977	28	2	35920	488	4
	HIGH SALARY	99999			75228			89957			43364			51949			99999		
	LOW SALARY	16493			10308			12959			20455			16805			10308		
	FAC MIX PCT	0.35			0.25			0.33			0.01			0.06			1.00		
	SALARY FACTOR	1.06			1.28			1.19			1.25			1.52			1.13		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	57747	51		44299	31		40100	45		30372	6		32045	20		46012	147	
	HIGH SALARY	99999			75228			89957			43364			51949			99999		
	LOW SALARY	25581			14726			17409			20455			16805			14726		
	FAC MIX PCT	0.35			0.21			0.31			0.04			0.14			1.00		
	SALARY FACTOR	1.46			1.50			1.62			1.25			1.68			1.44		
REGION #3	AVERAGE SALARY	35288	122		35441	93		25369	118					21308	8		31569	341	
	HIGH SALARY	74448			61280			54976						25819			74448		
	LOW SALARY	16493			10308			12959						17278			10308		
	FAC MIX PCT	0.36			0.27			0.35						0.02			1.00		
	SALARY FACTOR	0.89			1.20			1.03						1.12			0.89		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: OCCUPATIONAL THERAPY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY				25546	11	3	20652	16	5				21282	3	1	22509	30	5
	HIGH SALARY				29720			31210						22220			31210		
	LOW SALARY				21660			12320						20000			12320		
	FAC MIX PCT				0.37			0.53						0.10			1.00		
	SALARY FACTOR				0.87			0.84						1.12			0.71		
REGION #1	AVERAGE SALARY							27293	2					21282	3		23686	5	
	HIGH SALARY							31210						22220			31210		
	LOW SALARY							23375						20000			20000		
	FAC MIX PCT							0.40						0.60			1.00		
	SALARY FACTOR							1.11						1.12			0.74		
REGION #2	AVERAGE SALARY				24626	8		20643	9								22517	17	
	HIGH SALARY				28200			23400									28200		
	LOW SALARY				21660			18725									18725		
	FAC MIX PCT				0.47			0.53									1.00		
	SALARY FACTOR				0.83			0.84									0.71		
REGION #3	AVERAGE SALARY				28000	3		18011	5								21757	8	
	HIGH SALARY				29720			20190									29720		
	LOW SALARY				25550			12320									12320		
	FAC MIX PCT				0.38			0.63									1.00		
	SALARY FACTOR				0.95			0.73									0.68		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: OPTOMETRY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39863	8	2	34181	9	2	23916	18	2				23120	2	1	29818	37	2
	HIGH SALARY	51148			39072			29760						26016			51148		
	LOW SALARY	34667			25679			20043						20223			20043		
	FAC MIX PCT	0.22			0.24			0.49						0.05			1.00		
	SALARY FACTOR	1.01			1.16			0.97						1.21			0.94		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	39863	8		34181	9		23916	18					23120	2		29818	37	
	HIGH SALARY	51148			39072			29760						26016			51148		
	LOW SALARY	34667			25679			20043						20223			20043		
	FAC MIX PCT	0.22			0.24			0.49						0.05			1.00		
	SALARY FACTOR	1.01			1.16			0.97						1.21			0.94		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

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                                          F A C U L T Y   S A L A R Y   S U R V E Y

                                           DISCIPLINE: HEALTH PROFESSIONS
                                          MAJOR FIELD: OSTEOPATHIC MEDICINE, D. O. DEGREE

                             PROFESSOR           ASSOC  PROF           ASST  PROF        NEW ASST PROF         INSTRUCTOR            ALL RANKS
                          ===============     ===============     ===============     ===============     ===============     ===============
                          SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS    SALARY  NUM N/IS

ALL INST  AVERAGE SALARY  54391     8    1    48993     4    1    35263     4    1                                            48259    16    1
          HIGH SALARY     71432               57494               51484                                                        71432
          LOW SALARY      32176               30037               22370                                                        22370
          FAC MIX PCT      0.50                0.25                0.25                                                         1.00
          SALARY FACTOR    1.37                1.66                1.43                                                         1.51

REGION #1 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #2 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR

REGION #3 AVERAGE SALARY  54391     8         48993     4         35263     4                                                  48259    16
          HIGH SALARY     71432               57494               51484                                                        71432
          LOW SALARY      32176               30037               22370                                                        22370
          FAC MIX PCT      0.50                0.25                0.25                                                         1.00
          SALARY FACTOR    1.37                1.66                1.43                                                         1.51

REGION #4 AVERAGE SALARY
          HIGH SALARY
          LOW SALARY
          FAC MIX PCT
          SALARY FACTOR
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FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: PHARMACY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	39750	179	21	30628	166	21	24625	179	19	26149	22	10	19367	39	10	30839	563	21
	HIGH SALARY	79440			42050			40012			40012			27000			79445		
	LOW SALARY	25257			22577			18485						12272					
	FAC MIX PCT	0.32			0.29			0.32			0.04			0.07			1.00		
	SALARY FACTOR	1.00			1.04			1.00			1.07			1.02			0.97		
REGION #1	AVERAGE SALARY	39539	31		30159	37		24873	27		31469	4		21596	3		31408	98	
	HIGH SALARY	79445			41400			40012			40012			27000			79445		
	LOW SALARY	27211			22577			19241			23333			17789			17789		
	FAC MIX PCT	0.32			0.38			0.28			0.04			0.03			1.00		
	SALARY FACTOR	1.00			1.02			1.01			1.29			1.13			0.99		
REGION #2	AVERAGE SALARY	42819	14		31014	32		25176	27		34500	1		18327	21		28260	94	
	HIGH SALARY	53249			42050			32406			34500			24473			53249		
	LOW SALARY	35700			25162			18485			34500			13737			13737		
	FAC MIX PCT	0.15			0.34			0.29			0.01			0.22			1.00		
	SALARY FACTOR	1.08			1.05			1.02			1.42			0.96			0.89		
REGION #3	AVERAGE SALARY	40025	67		31305	35		24330	56		26114	6		17576	5		32072	163	
	HIGH SALARY	67909			37636			32727			30273			21477			67909		
	LOW SALARY	25257			22646			21684			22089			12272			12272		
	FAC MIX PCT	0.41			0.21			0.34			0.04			0.03			1.00		
	SALARY FACTOR	1.01			1.06			0.99			1.07			0.92			1.01		
REGION #4	AVERAGE SALARY	38931	67		30326	62		24553	69		23476	11		21779	10		30771	208	
	HIGH SALARY	60545			36978			30682			29455			24382			60545		
	LOW SALARY	29243			23809			20862						18816					
	FAC MIX PCT	0.32			0.30			0.33			0.05			0.05			1.00		
	SALARY FACTOR	0.98			1.03			0.99			0.97			1.14			0.97		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: PHYSICAL THERAPY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	34393	6	3	26964	10	5	22699	10	6	18405	1	1	19836	6	3	25687	32	6
	HIGH SALARY	38641			32065			26084			18405			24860			38641		
	LOW SALARY	28907			23525			18405			18405			16360			16360		
	FAC MIX PCT	0.19			0.31			0.31			0.03			0.15			1.00		
	SALARY FACTOR	0.87			0.91			0.92			0.76			1.04			0.81		
REGION #1	AVERAGE SALARY	38641	1		24840	2		22705	4					22739	2		24957	9	
	HIGH SALARY	38641			26154			24972						24860			38641		
	LOW SALARY	38641			23525			20043						20618			20043		
	FAC MIX PCT	0.11			0.22			0.44						0.22			1.00		
	SALARY FACTOR	0.98			0.84			0.92						1.19			0.78		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY				26478	2		19836	2		18405	1		18588	3		21198	7	
	HIGH SALARY				28737			21268			18405			19771			28737		
	LOW SALARY				24219			18405			18405			16360			16360		
	FAC MIX PCT				0.29			0.29			0.14			0.43			1.00		
	SALARY FACTOR				0.90			0.80			0.76			0.98			0.67		
REGION #4	AVERAGE SALARY	33544	5		27834	6		24123	4					17772	1		28061	16	
	HIGH SALARY	37563			32065			26084						17772			37563		
	LOW SALARY	28907			26182			22721						17772			17772		
	FAC MIX PCT	0.31			0.38			0.25						0.06			1.00		
	SALARY FACTOR	0.85			0.94			0.98						0.93			0.88		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: DENTAL HYGIENE

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY				32308	3	1	21674	11	3	18500	1	1	16873	8	3	21378	22	3
	HIGH SALARY				33344			28680			18500			19040			33344		
	LOW SALARY				31272			18120			18500			14400			14400		
	FAC MIX PCT				0.14			0.50			0.05			0.36			1.00		
	SALARY FACTOR				1.09			0.88			0.76			0.89			0.67		
REGION #1	AVERAGE SALARY				32308	3		21114	2					15939	4		22545	9	
	HIGH SALARY				33344			23484						17232			33344		
	LOW SALARY				31272			18744						14400			14400		
	FAC MIX PCT				0.33			0.22						0.44			1.00		
	SALARY FACTOR				1.09			0.86						0.84			0.71		
REGION #2	AVERAGE SALARY							21490	2		18500	1		18343	3		19601	5	
	HIGH SALARY							23480			18500			19040			23480		
	LOW SALARY							19500			18500			17000			17000		
	FAC MIX PCT							0.40			0.20			0.60			1.00		
	SALANY FACTOR							0.87			0.76			0.96			0.62		
REGION #3	AVERAGE SALARY							21886	7					16198	1		21175	8	
	HIGH SALARY							28680						16198			28680		
	LOW SALARY							18120						16198			16198		
	FAC MIX PCT							0.88						0.13			1.00		
	SALARY FACTOR							0.89						0.85			0.66		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: PUBLIC HEALTH

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	44925	109	6	33382	63	7	27031	55	7	27477	6	4	18267	3	2	37136	230	8
	HIGH SALARY	72000			49627			43817			35000			20900			72000		
	LOW SALARY	30033			23359			20928			21000			16460			16460		
	FAC MIX PCT	0.47			0.27			0.24			0.03			0.01			1.00		
	SALARY FACTOR	1.13			1.13			1.09			1.13			0.96			1.17		
REGION #1	AVERAGE SALARY	40756	19		30913	6		23547	6		21000	1					35520	31	
	HIGH SALARY	44412			33775			26184			21000						44412		
	LOW SALARY	34308			26904			20928			21000						20928		
	FAC MIX PCT	0.61			0.19			0.19			0.03						1.00		
	SALARY FACTOR	1.03			1.05			0.95			0.86						1.11		
REGION #2	AVERAGE SALARY	42558	5		33315	4		26918	2								36253	11	
	HIGH SALARY	43980			34500			28091									43980		
	LOW SALARY	36122			28315			28091									28091		
	FAC MIX PCT	0.45			0.36			0.18									1.00		
	SALARY FACTOR	1.07			1.13			1.09									1.14		
REGION #3	AVERAGE SALARY	45045	41		35292	17		29339	21		34000	2		18680	2		38275	81	
	HIGH SALARY	58732			49627			43817			35000			20900			58732		
	LOW SALARY	30033			23359			23920			33000			16460			16460		
	FAC MIX PCT	0.51			0.21			0.26			0.02			0.02			1.00		
	SALARY FACTOR	1.14			1.20			1.19			1.40			0.98			1.20		
REGION #4	AVERAGE SALARY	46883	44		32900	36		25980	26		25266	3		17422	1		36823	107	
	HIGH SALARY	72000			40762			40307			28000			17422			72000		
	LOW SALARY	34057			24240			21600			22500			17422			17422		
	FAC MIX PCT	0.41			0.34			0.24			0.03			0.01			1.00		
	SALARY FACTOR	1.18			1.11			1.05			1.04			0.91			1.16		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: MEDICAL RECORD LIBRARIANSHIP

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY							20614	2	1	21000	1	1				20614	2	1
	HIGH SALARY							21000			21000						21000		
	LOW SALARY							20228			21000						20228		
	FAC MIX PCT							1.00			0.50						1.00		
	SALARY FACTOR							0.83			0.86						0.85		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY							20614	2		21000	1					20614	2	
	HIGH SALARY							21000			21000						21000		
	LOW SALARY							20228			21000						20228		
	FAC MIX PCT							1.00			0.50						1.00		
	SALARY FACTOR							0.83			0.86						0.85		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: VETERINARY MEDICINE (DVM DEGREE)

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41084	348	19	33703	267	17	28730	284	15	28715	58	9	17706	65	11	33827	964	19
	HIGH SALARY	58632			45409			38923			36455			29160			58632		
	LOW SALARY	25938			18033			12127						9818					
	FAC MIX PCT	0.36			0.28			0.29			0.06			0.07			1.00		
	SALARY FACTOR	1.04			1.14			1.16			1.22			0.93			1.06		
REGION #1	AVERAGE SALARY	37649	32		33054	33		28237	27		30550	5		22134	3		32888	95	
	HIGH SALARY	47204			44995			34219			32724			24590			47204		
	LOW SALARY	25938			18921			12127			22695			20498			12127		
	FAC MIX PCT	0.34			0.35			0.28			0.05			0.03			1.00		
	SALARY FACTOR	0.95			1.12			1.14			1.26			1.16			1.03		
REGION #2	AVERAGE SALARY	39668	128		32681	83		27608	70		25178	5		17187	39		32477	320	
	HIGH SALARY	51054			45409			37500			28636			29160			51054		
	LOW SALARY	26506			19755			13908			15243			9818			9818		
	FAC MIX PCT	0.40			0.26			0.22			0.03			0.12			1.00		
	SALARY FACTOR	1.00			1.11			1.12			1.04			0.90			1.00		
REGION #3	AVERAGE SALARY	43896	67		34714	43		30306	41		28552	9		26461	1		37562	152	
	HIGH SALARY	58632			43365			38455			38455			26461			58632		
	LOW SALARY	30924			18033			16135			16135			26461			16135		
	FAC MIX PCT	0.44			0.28			0.27			0.06			0.01			1.00		
	SALARY FACTOR	1.11			1.18			1.23			1.17			1.38			1.18		
REGION #4	AVERAGE SALARY	41906	121		34284	108		28917	146		30457	39		17623	22		33708	397	
	HIGH SALARY	57908			42849			38923			34441			25364			57908		
	LOW SALARY	27205			24546			22081						12273					
	FAC MIX PCT	0.30			0.27			0.37			0.10			0.06			1.00		
	SALARY FACTOR	1.06			1.16			1.17			1.26			0.92			1.06		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: VETERINARY MEDICINE SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	41117	76	6	33502	60	6	27854	83	5	29557	1	1	19479	9	2	33466	229	6
	HIGH SALARY	54976			42312			37600			29557			22874			54976		
	LOW SALARY	27500			23698			21600			29557			12800			12800		
	FAC MIX PCT	0.33			0.26			0.36						0.04			1.00		
	SALARY FACTOR	1.04			1.14			1.13			1.22			1.02			1.05		
REGION #1	AVERAGE SALARY	22500	1		23698	1											23099	2	
	HIGH SALARY	22500			23698												23698		
	LOW SALARY	22500			23698												22500		
	FAC MIX PCT	0.50			0.50												1.00		
	SALARY FACTOR	0.57			0.80												0.73		
REGION #2	AVERAGE SALARY	36511	11		31606	13		26079	14								30989	38	
	HIGH SALARY	44250			35025			29550									44250		
	LOW SALARY	34200			29400			22275									22275		
	FAC MIX PCT	0.29			0.34			0.37									1.00		
	SALARY FACTOR	0.92			1.07			1.06									0.97		
REGION #3	AVERAGE SALARY	42890	50		34374	36		27980	59					19479	9		33818	154	
	HIGH SALARY	54976			42312			37600						22874			54976		
	LOW SALARY	32640			24200			21600						12800			12800		
	FAC MIX PCT	0.32			0.23			0.38						0.06			1.00		
	SALARY FACTOR	1.08			1.16			1.13						1.02			1.06		
REGION #4	AVERAGE SALARY	39724	14		33811	10		30424	10		29557	1					35253	34	
	HIGH SALARY	51337			39891			35301			29557						51337		
	LOW SALARY	26836			27855			27818			29557						26836		
	FAC MIX PCT	0.41			0.29			0.29			0.03						1.00		
	SALARY FACTOR	1.00			1.15			1.23			1.22						1.11		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	36921	71	24	28626	79	25	22051	64	23	21445	6	6	17261	32	11	27831	246	26
	HIGH SALARY	60928			38200			26960			24900			21508			60928		
	LOW SALARY	28746			20601			14796			19600			13497			13497		
	FAC MIX PCT	0.29			0.32			0.26			0.02			0.13			1.00		
	SALARY FACTOR	0.93			0.97			0.89			0.88			0.91			0.87		
REGION #1	AVERAGE SALARY	34992	15		27282	9		22199	7		22000	1		19500	2		29236	33	
	HIGH SALARY	42741			35835			25015			22000			20000			42741		
	LOW SALARY	28746			21840			19166			22000			19000			19000		
	FAC MIX PCT	0.45			0.27			0.21			0.03			0.06			1.00		
	SALARY FACTOR	0.88			0.92			0.90			0.90			1.02			0.92		
REGION #2	AVERAGE SALARY	40576	10		31146	17		22513	14		19600	1		17304	6		28813	47	
	HIGH SALARY	48500			35672			25500			19600			20102			48500		
	LOW SALARY	29408			27000			18000			19600			14000			14000		
	FAC MIX PCT	0.21			0.36			0.30			0.02			0.13			1.00		
	SALARY FACTOR	1.02			1.06			0.91			0.81			0.91			0.90		
REGION #3	AVERAGE SALARY	39030	27		27978	35		22267	26		22302	3		18455	6		28964	94	
	HIGH SALARY	60928			36415			26960			24900			21508			60928		
	LOW SALARY	30000			20601			14796			20007			13497			13497		
	FAC MIX PCT	0.29			0.37			0.28			0.03			0.06			1.00		
	SALARY FACTOR	0.99			0.95			0.90			0.92			0.97			0.91		
REGION #4	AVERAGE SALARY	33524	19		28179	18		21279	17		20160	1		16600	18		25065	72	
	HIGH SALARY	40600			38200			24575			20160			20748			40600		
	LOW SALARY	28800			22185			18555			20160			13771			13771		
	FAC MIX PCT	0.26			0.25			0.24			0.01			0.25			1.00		
	SALARY FACTOR	0.85			0.95			0.86			0.83			0.87			0.79		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: CLINICAL SOCIAL WORK

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	38119	5	2	30703	9	2	25791	11	3	25145	1	1	18200	1	1	29569	26	3
	HIGH SALARY	43241			35713			28572			25145			18200			43241		
	LOW SALARY	31300			26205			22740			25145			18200			18200		
	FAC MIX PCT	0.19			0.35			0.42			0.04			0.04			1.00		
	SALARY FACTOR	0.96			1.04			1.04			1.03			0.96			0.93		
REGION #1	AVERAGE SALARY	39824	4		31289	6		26117	9								30635	19	
	HIGH SALARY	43241			35713			28572									43241		
	LOW SALARY	37716			26205			22740									22740		
	FAC MIX PCT	0.21			0.32			0.47									1.00		
	SALARY FACTOR	1.01			1.06			1.06									0.96		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #4	AVERAGE SALARY	31300	1		29532	3		24323	2		25145	1		18200	1		26677	7	
	HIGH SALARY	31300			32318			25145			25145			18200			32318		
	LOW SALARY	31300			26480			23500			25145			18200			18200		
	FAC MIX PCT	0.14			0.43			0.29			0.14			0.14			1.00		
	SALARY FACTOR	0.79			1.00			0.99			1.03			0.96			0.84		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: MEDICAL LABORATORY TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	31921	3	2	29899	11	5	21175	11	5	22634	3	3	21591	1	1	26121	26	5
	HIGH SALARY	36471			38094			27000			27000			21591			38094		
	LOW SALARY	28092			22634			18241			18323			21591			18241		
	FAC MIX PCT	0.12			0.42			0.42			0.12			0.04			1.00		
	SALARY FACTOR	0.81			1.01			0.86			0.93			1.13			0.82		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY				30221	7		20848	8		22662	2					25221	15	
	HIGH SALARY				38094			27000			27000						38094		
	LOW SALARY				22634			18241			18323						18241		
	FAC MIX PCT				0.47			0.53			0.13						1.00		
	SALARY FACTOR				1.02			0.84			0.93						0.79		
REGION #4	AVERAGE SALARY	31921	3		28337	4		22046	3		22579	1		21591	1		27349	11	
	HIGH SALARY	36471			34773			22635			22579			21591			36471		
	LOW SALARY	28092			26029			20925			22579			21591			20925		
	FAC MIX PCT	0.27			0.36			0.27			0.09			0.09			1.00		
	SALARY FACTOR	0.81			0.89			0.89			0.93			1.13			0.86		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: DENTAL TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	31270	1	1				19407	2	1							23361	3	1
	HIGH SALARY	31270						19652									31270		
	LOW SALARY	31270						19162									19162		
	FAC MIX PCT	0.33						0.67									1.00		
	SALARY FACTOR	0.79						0.79									0.73		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	31270	1					19407	2								23361	3	
	HIGH SALARY	31270						19652									31270		
	LOW SALARY	31270						19162									19162		
	FAC MIX PCT	0.33						0.67									1.00		
	SALARY FACTOR	0.79						0.79									0.73		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

F A C U L T Y   S A L A R Y   S U R V E Y

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: RADIOLOGIC TECHNOLOGIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	72680	2	1				33462	4	1							46534	6	1
	HIGH SALARY	76480						53720									76480		
	LOW SALARY	68880						18168									18168		
	FAC MIX PCT	0.33						0.67									1.00		
	SALARY FACTOR	1.84						1.36									1.46		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #3	AVERAGE SALARY	72680	2					33462	4								46534	6	
	HIGH SALARY	76480						53720									76480		
	LOW SALARY	68880						18168									18168		
	FAC MIX PCT	0.33						0.67									1.00		
	SALARY FACTOR	1.84						1.36									1.46		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS
MAJOR FIELD: HEALTH PROF, OTHER SPECIALTIES

		PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
		SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL INST	AVERAGE SALARY	40894	53	3	32892	36	3	26715	27	3	37757	1	1	20805	3	2	34750	119	3
	HIGH SALARY	66000			55928			40734			37757			24080			66000		
	LOW SALARY	28000			22149			16800			37757			18459			16800		
	FAC MIX PCT	0.45			0.30			0.23			0.01			0.03			1.00		
	SALARY FACTOR	1.03			1.11			1.08			1.55			1.08			1.09		
REGION #1	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		
REGION #2	AVERAGE SALARY	37229	2		31146	3		30577	5		37757	1		18459	1		30840	11	
	HIGH SALARY	38980			32319			37757			37757			18459			38980		
	LOW SALARY	35477			29543			27819			37757			18459			19459		
	FAC MIX PCT	0.18			0.27			0.45			0.09			0.09			1.00		
	SALARY FACTOR	0.94			1.06			1.24			1.55			0.87			0.87		
REGION #3	AVERAGE SALARY	41038	51		33081	33		25838	22					21978	2		35148	108	
	HIGH SALARY	66000			55928			40734						24080			66000		
	LOW SALARY	28000			22149			16800						19875			16800		
	FAC MIX PCT	0.47			0.31			0.20						0.02			1.00		
	SALARY FACTOR	1.04			1.12			1.05						1.15			1.10		
REGION #4	AVERAGE SALARY																		
	HIGH SALARY																		
	LOW SALARY																		
	FAC MIX PCT																		
	SALARY FACTOR																		

FACULTY SALARY SURVEY

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

		PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
		SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
ALL INST	AVERAGE SALARY	39601	27438	29514	30656	24692	17306	24325	1908	19055	3120	31859	68520
	HIGH SALARY	99999		95397		99957		68750		65307		99999	
	LOW SALARY	1364		10308		1872				8720			
	FAC MIX PCT	0.40		0.30		0.25		0.03		0.05		1.00	
	SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	
REGION #1	AVERAGE SALARY	36668	4867	28481	3573	23925	2721	24156	335	18716	489	30447	11630
	HIGH SALARY	93025		80740		70435		68750		35907		93025	
	LOW SALARY	17574		14805		12127				10000			
	FAC MIX PCT	0.42		0.31		0.23		0.03		0.04		1.00	
	SALARY FACTOR	0.93		0.96		0.97		0.99		0.98		0.96	
REGION #2	AVERAGE SALARY	38846	6524	29259	4853	24514	4329	24018	333	18250	710	31341	16416
	HIGH SALARY	99999		75228		99957		45000		51949		99999	
	LOW SALARY	4619		13500		1872		15000		9815		1872	
	FAC MIX PCT	0.40		0.30		0.26		0.02		0.04		1.00	
	SALARY FACTOR	0.98		0.99		0.99		0.99		0.96		0.98	
REGION #3	AVERAGE SALARY	41816	8813	30593	6178	25658	5309	24850	607	21663	810	33733	21210
	HIGH SALARY	99999		95397		75536		54982		65307		99999	
	LOW SALARY	16493		10308		12320		11423		10800		10308	
	FAC MIX PCT	0.42		0.29		0.25		0.03		0.04		1.00	
	SALARY FACTOR	1.06		1.04		1.04		1.02		1.14		1.06	
REGION #4	AVERAGE SALARY	38524	7134	29226	6052	24232	4947	24072	633	17832	1131	31068	19264
	HIGH SALARY	90439		66359		52364		40000		40049		90439	
	LOW SALARY	1364		17000		13252				8720			
	FAC MIX PCT	0.37		0.31		0.26		0.03		0.06		1.00	
	SALARY FACTOR	1.00		0.99		0.98		0.99		0.94		0.98	